

Results of Falck UK Ambulance Service Limited:

1. The Mean women's hourly pay is **7.9%** higher than the Mean male hourly pay
2. There is no difference in the Median hourly pay between women and men
3. The Mean Bonus Pay received by the male population of the business is **20.2%** higher than that received by the female population of the business
4. The Median Bonus Pay received by the male population of the business is **5.6%** higher than that received by the female population of the business
5. 49% of the male population of the business received a bonus and 34% of the female population of the business received a bonus
6. The split of the employee's within each pay quartile* is as follows:

	Male	Female
Q1 (Upper)	67%	33%
Q2 (Upper Middle)	80%	20%
Q3 (Lower Middle)	81%	19%
Q4 (Lower)	75%	25%

*The quartiles represent the pay rates from the highest to the lowest of our employees split into four equal sized groups. The percentage of the men and women are shown within each quartile.

Overall Comments

The difference in the business Mean hourly pay rate is due to the relatively higher proportion of males in the two lower quartiles compared to the relative proportion of females in these quartiles.

The business operated a bonus scheme for a majority of its front line employees whilst there was no performance related bonus scheme for its senior managers.

The difference in the Mean and Median bonus pay is principally due to the variation in the attendance levels between the genders of our front line employees.

The bonus scheme for front line employees was withdrawn in April 2017.

Further Information

Should you have any questions or feedback regarding our Gender Pay Reporting please contact us via our email address at genderpay@medicals-servicesuk.com