

Gender Pay Gap

Basic pay - difference in average pay between men and women



OHP's workforce is predominantly female 789 v 87 male. The main roles occupied being admin/receptionists and nursing. The partnership also employs salaried GPs, of which a larger number are male than female. This staff mix leads to an apparent bias in the average pay calc. in favour of male staff, as the gender pay reporting does not distinguish between roles.

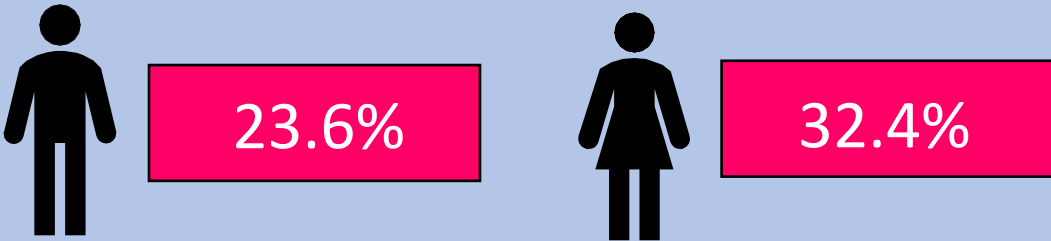
Population was based on a total of 886 employees (789 female/87 male).

Bonuses - difference in average bonus paid between men and women who received a bonus.



Bonuses are not a common element within practice pay structures and thus reported values are statistically unreliable.

Bonuses – proportion of gender who received a bonus



Pay Quartiles

