

Servoca Nursing & Care Ltd

Gender Pay Gap Report and Data 2018

Address: Solar House, 1-9 Romford Road, London, England E15 4LJ

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all private sector employers with 250 + workers to publish a range of data. The Gender Pay Gap is the difference between the average earnings of male and females, who could be engaged in very different roles.

Women's hourly rate is:

16.3% lower (mean) 4.6% lower (median)

Women's bonus pay is:

66.9% lower (mean) 79% lower (median)

Who received bonus pay:

14.6% of men 4.3% of women

Pay Quartiles

	Female	Male
Upper quartile	71%	29%
Upper middle quartile	71%	29%
Lower middle quartile	65.6%	34.4%
Lower quartile	91.3%	8.7%