



Doctor Care Anywhere Group Plc

# Gender Pay Gap Calculations 2022

5 April 2022



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## About this report

**Doctor Care Anywhere Group PLC** (“Doctor Care Anywhere”) has chosen to voluntarily publish data on our Gender Pay Gap in accordance with the Gender Pay Gap Information Regulations 2017 which came into force in the UK in April 2017 and our obligations as outlined within our Corporate Governance Statement.

**Doctor Care Anywhere** was founded to make healthcare simpler, bringing together primary care and secondary care to give patients a better overall healthcare experience. We have three employing entities in our UK group. To help you to follow this report easily we have provided the gender pay data in a consistent order starting from largest to smallest entity.

**Doctor Care Anywhere Group PLC** provides support functions to our core business which includes, but is not limited to, Finance, HR, Legal and Payroll.

**Doctor Care Anywhere Limited** is the core provider of services to our patients which includes, but not limited to GP services and the Patient Experience.

**DCA Innovation Limited** is the core provider of technology, product and data services to our platform.

## Understanding our data

Snapshot Date: 5 April 2022

### What is a Gender Pay Gap?

The Gender Pay Gap reviews the difference of the average rate of pay (median and mean) between male and female employees. The data presented is based on our UK based employees. This is different from equal pay.

### What is equal pay?

Equal pay is the difference between pay in men and women who carry out the same roles or roles of equal value.

### What is a mean gap?

A mean gap is a calculation of the average pay or bonus of male versus female employees in our company.

### What is a median gap?

A median gap is a calculation of the exact mid-point between the lowest and the highest-paid male versus female employees in our company.

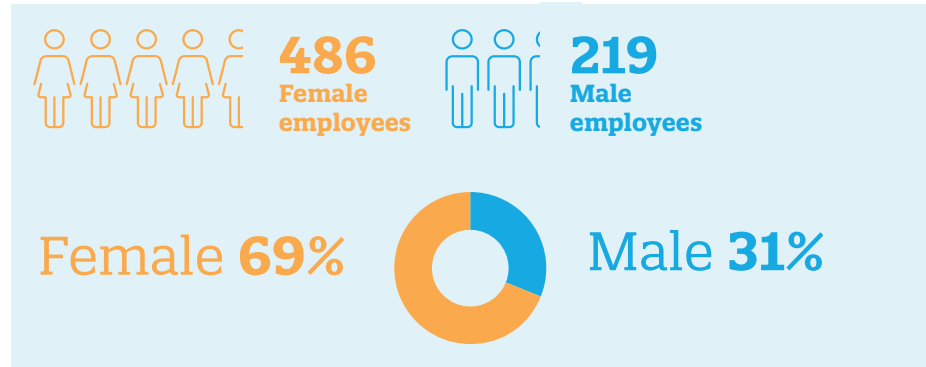
### What are quartiles?

Quartiles are calculated by ranking the pay for each employee from lowest to highest. It is broken down to four segments to show the equal proportion and percentage of earning within that quartile of male and female employees.

## Doctor Care Anywhere Group Plc

### Combined Gender Pay Gap Calculations 2021/2022

Snapshot Date: 5 April 2022



#### Gender pay gap

Mean gender pay gap	6.17%
Median gender pay gap	0.00%

#### Gender bonus gap

Mean gender bonus gap	44.39%
Median gender bonus gap	44.29%

Quartiles (percentage of males/females in each quartile)

#### Quartile 4 – Lowest



#### Quartile 2 – Lower middle



#### Quartile 3 – Upper middle



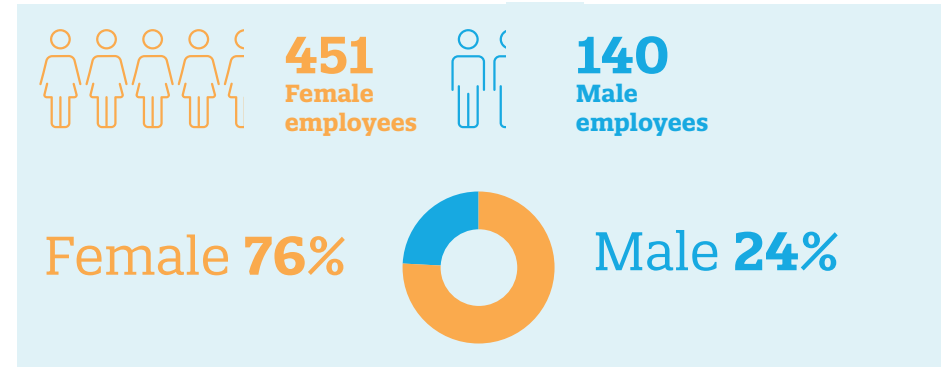
#### Quartile 4 – Upper



## Doctor Care Anywhere Group Plc

### Doctor Care Anywhere Calculations 2021/22

Snapshot Date: 5 April 2022



#### Gender pay gap

Mean gender pay gap	14.63%
Median gender pay gap	0.00%

#### Gender bonus gap

Mean gender bonus gap	16.45%
Median gender bonus gap	13.72%

Quartiles (percentage of males/females in each quartile)

#### Quartile 4 – Lowest



#### Quartile 2 – Lower middle



#### Quartile 3 – Upper middle



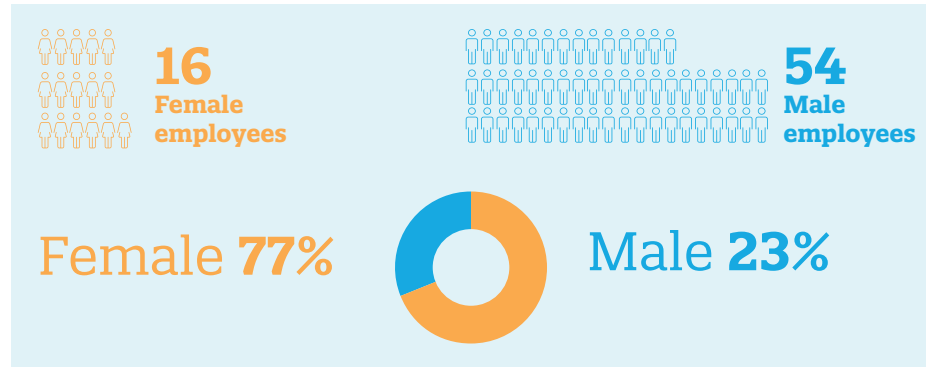
#### Quartile 4 – Upper



## Doctor Care Anywhere Group Plc

### Doctor Care Anywhere Innovation Calculations 2021/22

Snapshot Date: 5 April 2022



#### Gender pay gap

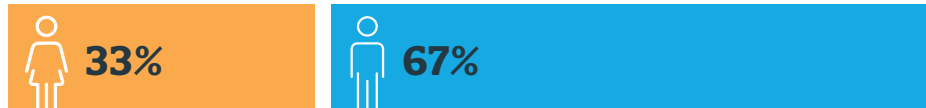
Mean gender pay gap	16.24%
Median gender pay gap	10.07%

#### Gender bonus gap

Mean gender bonus gap	35.04%
Median gender bonus gap	39.75%

Quartiles (percentage of males/females in each quartile)

#### Quartile 4 – Lowest



#### Quartile 2 – Lower middle



#### Quartile 3 – Upper middle



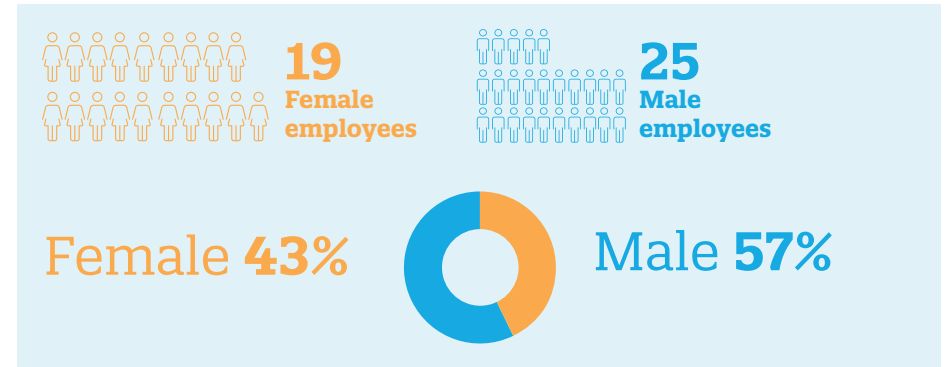
#### Quartile 4 – Upper



## Doctor Care Anywhere Group Plc

### Doctor Care Anywhere Group Calculations 2021/2022

Snapshot Date: 5 April 2022



#### Gender pay gap

Mean gender pay gap	14.39%
Median gender pay gap	16.38%

#### Gender bonus gap

Mean gender bonus gap	33.41%
Median gender bonus gap	41.01%

Quartiles (percentage of males/females in each quartile)

#### Quartile 4 – Lowest



#### Quartile 2 – Lower middle



#### Quartile 3 – Upper middle



#### Quartile 4 – Upper



## The Figures, What Do We Think

Our current figures meet our understanding and expectation of where we were as a company during this period.

The report reflects that whilst our mean pay gap and bonus gap is favourable towards men, this is due to the majority of the lower quartile being female (66%), even though there is female dominance across all quartiles. This lowers the female mean hourly rate.

In addition, the upper quartile has the highest percentage of males (out of all four quartiles) which drives up the mean male hourly rates.

Our median pay gap is equal. This is due to the standard base rates of our Employed GPs, who fall within the median of both our male and female workforces.

Our customer service team make up the majority of our lower quartile colleagues and are 80% female.

The lower middle quartile includes multiple departments, however our Clinicians are the biggest group in this quartile, with Clinical roles predominantly filled by females.

Clinicians make up all of the upper middle quartile and some of our upper quartile with 80% being females.

The upper quartile is the only area that includes Self-Employed and Locum GPs, where Self-Employed and Locum GPs make (71%); 61% of these are female. This is our quartile with the highest male percentage.

The remaining 29% of our upper quartile are made up of Employed GPs, Senior managers, and the Executive team of which 53% are women.

We paid bonuses to 32% of our staff in 2021/22 due to eligibility according to our company bonus scheme, which excludes clinicians due to other incentive schemes. Of the 35% receiving bonuses 60% were females. Of our non-clinicians, 84% received bonuses relating to 2021/22.

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