



Doctor Care Anywhere Group Plc

# Gender Pay Gap Calculations 2023

5 April 2023



## Contents

Page 3	About this report
Page 4	Understanding our data
Page 5	Doctor Care Anywhere calculations 2023
Page 6	Doctor Care Anywhere Innovation calculations 2023
Page 7	Doctor Care Anywhere Group calculations 2023
Page 8	Combined calculations 2023
Page 9	The figures. what do we think

## 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 2023

## 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 colleagues. The data presented is based on our UK based colleagues. 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 colleagues 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 colleagues in our company.

## What are quartiles?

Quartiles are calculated by ranking the pay for each colleague 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 colleagues.

# Doctor Care Anywhere Group Plc

## Combined Gender Pay Gap Calculations 2022/2023

Snapshot Date: 5 April 2023



**416**  
Female  
employees



**155**  
Male  
employees

Female **73%**



Male **27%**

### Gender pay gap

Mean gender pay gap **-0.77%**

Median gender pay gap **3.48%**

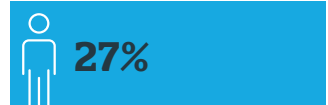
### Gender bonus gap

Mean gender bonus gap **0.00%**

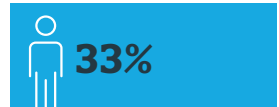
Median gender bonus gap **0.00%**

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 2022/23

Snapshot Date: 5 April 2023

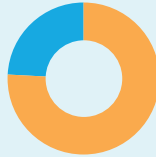


**387**  
Female  
employees



**102**  
Male  
employees

Female **79%**



Male **21%**

### Gender pay gap

Mean gender pay gap **0.16%**

Median gender pay gap **0.00%**

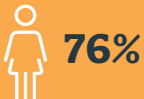
### Gender bonus gap

Mean gender bonus gap **0.00%**

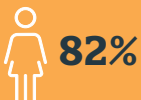
Median gender bonus gap **0.00%**

Quartiles (percentage of males/females in each quartile)

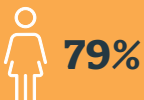
### Quartile 4 – Lowest



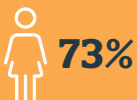
### Quartile 2 – Lower middle



### Quartile 3 – Upper middle



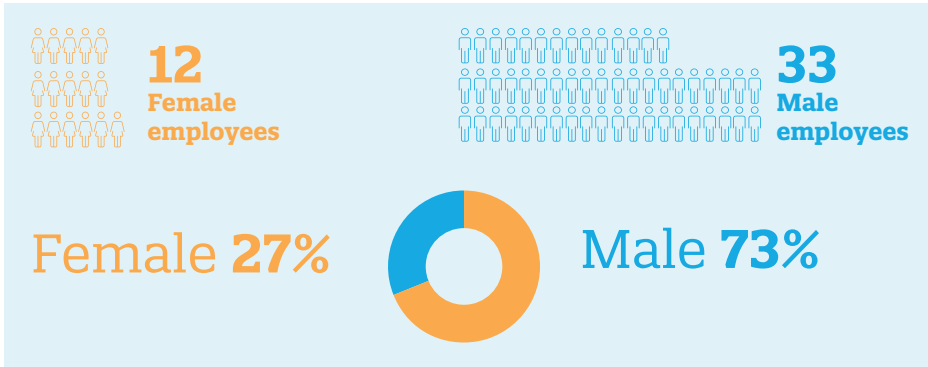
### Quartile 4 – Upper



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## Doctor Care Anywhere Innovation Calculations 2022/23

Snapshot Date: 5 April 2023

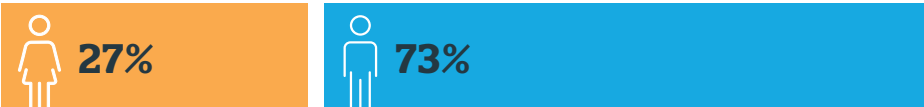


Gender pay gap	
Mean gender pay gap	-5.01%
Median gender pay gap	30.18%

Gender bonus gap	
Mean gender bonus gap	0.00%
Median gender bonus gap	0.00%

Quartiles (percentage of males/females in each quartile)

### Quartile 4 – Lowest



### Quartile 2 – Lower middle



### Quartile 3 – Upper middle



### Quartile 4 – Upper



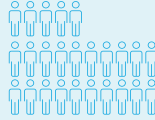
# Doctor Care Anywhere Group Plc

## Doctor Care Anywhere Group Calculations 2022/2023

Snapshot Date: 5 April 2023



**17**  
Female  
employees



**20**  
Male  
employees

Female **46%**



Male **54%**

### Gender pay gap

Mean gender pay gap **31.91%**

Median gender pay gap **40.15%**

### Gender bonus gap

Mean gender bonus gap **0.00%**

Median gender bonus gap **0.00%**

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 reporting figures across the group show that our mean and median pay rates are favorable towards females. This meets our understanding and expectation of where we were as a company during this period.

The shift from 2021/22 favoring males, to 2022/23 favoring females, is a direct result of removing our Locum workforce (our third highest pay rate across all roles within the business) for the relevant period.

This decision was based on the Locum group forming an integral part of our clinical workforce in previous years, whereas in 2022, the uptake of hours from our employed clinicians increased, resulting in a significant reduction in the requirement of support from all engaged Locums.

By removing the Locum clinicians, the median pay rate also shifted in favor of females. In previous years, the median rate for both males and females was the employed GP rate. This year, following the reduction in headcount, the median rate lowered for our male colleagues.

Our customer service team make up the majority of our lower quartile colleagues and are 78% female.

The lower middle quartile includes multiple departments; however, our clinicians are the biggest group in this quartile with clinical roles predominantly being filled by females. This is our quartile with the highest male percentage.

Clinicians make up all the upper middle quartile and some of our upper quartile with 84% being females. This is our quartile with the highest female percentage.

The upper quartile is the only area that includes both Employed and Self-Employed GPs, with these clinicians forming most of the upper quartile (87%); 73% of these are female.

The remaining 23% of the upper quartile is made up of employed GPs, senior managers, and the executive team, of which 37% are women.

Our median bonus gap is equal – this is due to bonuses not being awarded within the 2022/23 year.

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