



HEALTHCARE MANAGEMENT TRUST

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**HMT GENDER PAY GAP REPORT 2024/25**

The Healthcare Management Trust (HMT) is committed to complying with all Gender Pay Gap related legislation, reporting process and procedure, and the eradication of any gender-based inequities discovered. HMT has submitted its Gender Pay Gap report for the 2024/25 reporting period, as illustrated in the tables below.

In comparison to the previous period, we are encouraged to see further narrowing of the pay gap at Upper, Upper Middle and Lower Middle quartiles. It is particularly notable that, at the Upper Middle quartile, the gap is now only 0.13% and nearly closed. The gap in all quartiles is now 2.38% or less; vs 4.78% or less in the prior period. This represents a notable improvement.

There is a large gap in some limited bonus pay for the period, but this is in favour of female incumbents; which is expected, due to the higher number of females to males employed by HMT.

		Staff Numbers			%	%	Hourly Pay		
		M	F	Total	M	F	M	F	Gap
Upper Q	Quartile 1	29	128	157	18.47%	81.53%	31.70	31.41	0.89%
Upper Mid Q	Quartile 2	38	119	157	24.20%	75.80%	18.80	18.78	0.13%
Lower Mid Q	Quartile 3	27	130	157	17.20%	82.80%	14.75	14.39	2.38%
Lower Q	Quartile 4	27	130	157	17.20%	82.80%	12.65	12.57	0.66%
<b>Total</b>	<b>Total</b>	<b>121</b>	<b>507</b>	<b>628</b>	<b>19.27%</b>	<b>80.73%</b>	<b>19.62</b>	<b>19.25</b>	<b>1.85%</b>

		M	F	+ / -	M	F
		£	£		%	%
Mean (avg)	Average Pay	19.62	19.25	0.36		
Mean (Avg)	Gender Pay Gap				1.85%	

		M	F	+ / -	M	F
		£	£		%	%
Median	Median Pay	16.80	15.64	1.16		
Median	Median Gender Pay				6.90%	

		M	F	+ / -	M	F
		£	£		%	%
% Receiving Bonus	Percentage				3.65%	4.10%

		M	F	+ / -	M	F
		£	£		%	%
Mean (Avg)	Average Bonus Pay	400.53	772.51	-371.98		
Mean (Avg)	Bonus Gender Pay				-92.87%	

		M	F	+ / -	M	F
		£	£		%	%
Median	Median Bonus Pay	256.00	400.00	-144.00		
Median	Median Bonus Pay				-56.25%	

2024 Data

**Mean Pay Gap**

	Staff Numbers			Hourly Pay			Gap	
	Total	M	F	M	F	M		F
Upper quartile	138	30	108	21.7%	78.3%	28.01	27.68	1.18%
Upper -middle quartile	138	19	119	13.8%	86.2%	17.19	16.37	4.78%
Lower-middle quartile	138	13	125	9.4%	90.6%	12.78	12.35	3.37%
Lower quartile	138	29	109	21.0%	79.0%	11.50	11.50	0.00%
<b>All</b>	<b>552</b>	<b>91</b>	<b>461</b>	<b>16.5%</b>	<b>83.5%</b>	<b>18.31</b>	<b>16.78</b>	<b>8.39%</b>

**Medium Pay Gap**

	Staff Numbers			Hourly Pay			Gap	
	Total	M	F	M	F	M		F
Medium	552	91	461			15.33	13.21	13.84%