



HEALTHCARE MANAGEMENT TRUST

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HMT GENDER PAY GAP REPORT 2023/2024

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 2023/2024 reporting period, as illustrated in the tables below.

In comparison to 2022, HMT has seen a significant reduction in the mean gender pay gap in the upper quartile of its workforce; reduced from 10.04% in 2022 to 1.74% in the 2023/2024 reporting period. Further, in the upper middle quartile, we have seen improvement over the same periods from 5.47% to 3.05%. We are particularly encouraged that the medium pay gap has now been closed.

We have however seen marginal increases in the mean gender pay gaps at the lower-middle and lower quartiles. We will continue our efforts in 2024/2025 to minimise these and remain committed to achieving gender pay balance and equity at all levels.

2023

Mean Pay Gap

	Staff Numbers					Hourly Pay		Gap
	Total	M	F	M	F	M	F	
Upper quartile	128	29	99	22.7%	77.3%	28.66	28.17	1.74%
Upper -middle quartile	128	17	111	13.3%	86.7%	17.12	16.60	3.05%
Lower-middle quartile	128	18	110	14.1%	85.9%	12.64	12.26	3.03%
Lower quartile	128	31	97	24.2%	75.8%	11.48	11.50	(0.19%)
All	512	95	417	18.6%	81.4%	17.96	17.01	5.24%

Medium Pay Gap

	Staff Numbers					Hourly Pay		Gap
	Total	M	F	M	F	M	F	
Medium	512	95	417			13.21	14.05	(6.36%)

2022

Mean Pay Gap

	Staff Numbers					Hourly Pay		Gap
	Total	M	F	M	F	M	F	
Upper quartile	133	29	104	22%	78%	28.16	25.33	10.04%
Upper -middle quartile	133	19	114	14%	86%	15.87	15.00	5.47%
Lower-middle quartile	133	12	121	9%	91%	11.63	11.43	1.72%
Lower quartile	132	30	102	23%	77%	10.72	10.72	(0.01%)
All	531	90	441	17%	83%	18.95	16.09	15.11%

Medium Pay Gap

	Staff Numbers					Hourly Pay		Gap
	Total	M	F	M	F	M	F	
Medium	531	90	441			12.82	12.11	5.54%