

Piramal Healthcare UK Limited

Gender Pay Reporting

Following the introduction of recent legislation, all organisations who employ more than 250 employees are now required by law to publish details, annually of their gender pay gap.

The information provided below complies with this requirement and is based on data related to the snapshot date of 5 April 2017.

There are key metrics that are analysed and the results for the UK (Morpeth and Grangemouth combined), show the following information:

Difference in mean pay of men and women	14%
Difference in median pay of men and women	9%
Difference in mean bonus pay of men and women	6%
Difference in median bonus pay of men and women	0%

	Male	Female
Number of male and female employees	67%	33%
Proportion of men and women who received a bonus payment	94.6%	96.5%
Proportion of men and women split across four quartiles is as follows:		
o Upper quartile	77%	23%
o Upper middle quartile	75%	25%
o Lower middle quartile	59%	41%
o Lower quartile	64%	36%

The data stated above has been calculated by using the mechanisms set out in the gender pay reporting legislation and issued from Gov.uk.


Data gathered by the Engineering Employers Federation (EEF), suggests that the gender pay gap average within the manufacturing section is around 20%. The National office for Statistics provides a national average of median hourly earnings at an all-time low of 9.1% and an average difference of 14.1%.

This shows that our pay framework is consistent with national average and indeed better than the average within the Manufacturing sector.

Our salary matrix which is in operation does not allow for any gender bias. The differences that we do have in our pay between males and females are due to there being more male's employed, particularly at the Morpeth site, than females. This is across areas such as Engineering, API, Security, Site Services and Pharmaceutical Production which has restrictions around female employees working in certain areas. Additionally the senior leadership team is predominately male, which will affect the result of the mean pay gap.

Traditionally manufacturing has seen problems in attracting female employees to work in some of the areas highlighted above. We will be looking at any measures that we can take to help attract more females into these areas.

I confirm that this information is accurate.

Signed: 

Aidan Walker, Vice President UK Operations