



Spire Healthcare

# Employee table

Entity	Spire Healthcare Limited		Spire Healthcare Group plc <sup>1</sup>	
<b>Women's hourly rate is:</b>				
Mean	17.7% lower		17.2% lower	
Median	9.2% lower		9.1% lower	
<b>Pay quartiles:</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>
Top quartile	24.7%	75.3%	24.7%	75.3%
Upper middle quartile	18.7%	81.3%	18.8%	81.2%
Lower middle quartile	20.2%	79.8%	20.3%	79.7%
Lower quartile	16.9%	83.1%	17.2%	82.8%
<b>Women's bonus pay is:</b>				
Mean	82.0% lower		81.7% lower	
Median	50%		50%	
<b>Who received a bonus?</b>				
Men	30.5%		30.5%	
Women	28.5%		28.6%	

<sup>1</sup>Including Spire Healthcare Limited, Montefiore House Limited and Claremont.

*Looking after you.*