

National Veterinary Services Limited (NVSL)

2020 Gender Pay Gap Report



National Veterinary Services Limited are a part of the Patterson group. In this report you will find our gender pay analysis across NVSL for the 12 month period including 5th April 2020.

Due to the Coronavirus Pandemic there was no requirement to fulfil this requirement in 2020 (for the 12 month period ending 5th April 2019).

A gender pay gap is a measure of the difference between the average earnings of men and women (irrespective of roles or seniority). Equal pay is our legal obligation as an employer to give men and women equal pay for equal work. At NVSL, everyone is paid for the role they have in the team and their performance in that role. No other factors affect employee remuneration. NVSL is an Equal Pay employer – men and women performing equal work receive equal pay.

Our gender pay gap report shows that, on average, women's gross hourly earnings are slightly higher than those of men. We are committed to fair pay irrespective of gender and will continue to promote policies and initiatives to support equal opportunities for our entire workforce.

All Relevant Employees by Gender, at the 5th April 2020



Employee Gender Pay Gap

Our mean and median gender pay gap for 2020 have seen a reduction from the previous positions seen in 2018. Our mean gender gap has decreased to -2%, and the median has seen a decrease to -1.2%.

	2018	2020*
Mean gender pay gap – the difference in the average hourly rate of male and female employees	-11.9%	-2%
Median gender pay gap – the mid-point when all the hourly rates are listed, lowest to highest, by gender	-8.7%	-1.2%

(a negative pay gap indicates female employees are paid more on average)

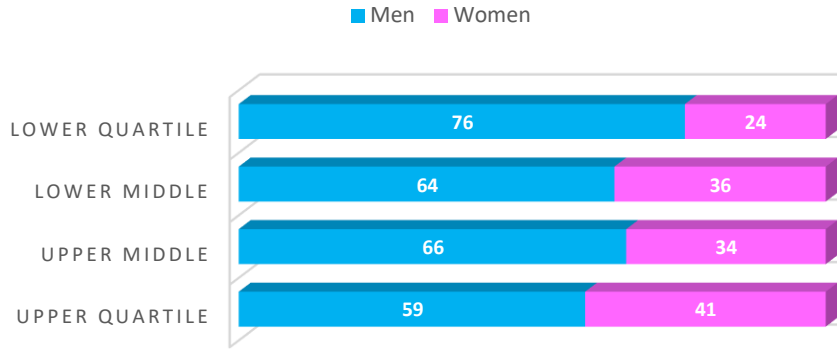
*Ordinary pay in the pay period including 5th April 2020

For every £1 a male employee earns, a female employee earns £1.02 (mean), or for every £1 a male employee earns female employee earns £1.01 (median).

Pay Quartiles by Gender

The proportion of male and female employees are split into quartile bands based on their ordinary pay. The chart below identifies that the upper quartile is the most equal split between male and female employees.

The lower quartile is dominated by male employees, with only 24% of this group being female. In common with others in our industry, we have a greater proportion of male employees in roles that attract lower salaries and this influences our overall average hourly rate of pay for male employees and contributes to the negative gender pay gap.

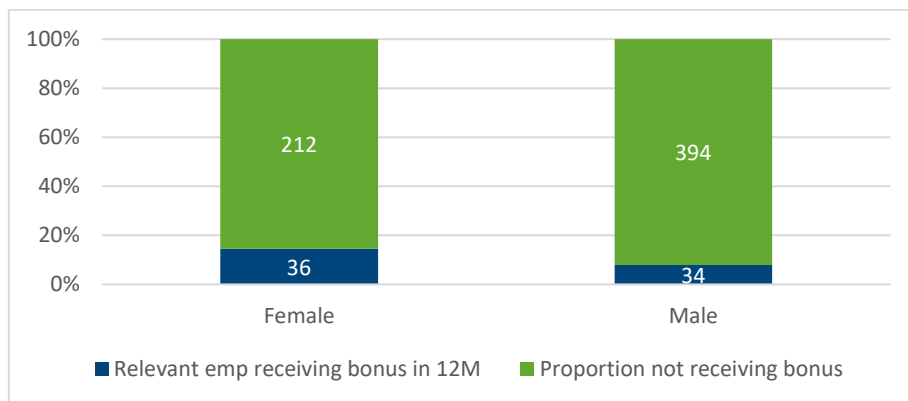


Employee Gender Bonus Pay Gap

	2018	2020*
Mean gender pay gap for bonuses – the difference in the bonus payments received by male and female employees	65.2%	52.36%
Median gender pay gap – the mid-point when all the bonuses are listed, lowest to highest, by gender	0%	35.04%

Proportion of male and female employees to receive a bonus	Male	Female
	7.9%	14.5%

*Employees receiving a bonus in the 12 month period including 5th April 2020.



7.9% of male employees (34) received a bonus in 2020, an increase from 5.1% in 2018; 14.5% of female employees (36) received a bonus, up from 7.3% in 2018.

DECLARATION

I confirm that the data reported is accurate and meets the requirements under the regulations.

Martin Riley
Managing Director