

ABBOTSFORD CARE (GLENROTHES) LTD

Gender Pay Gap Report



Mean Calculation	
Average of Male - Average of Female / Average of Male x 100	
Males	
Total Gross Pay	193933.88
No of Full Time Males	69.00
Average Male Wage	2810.64
Females	
Total Gross Pay	865712.82
No of Full Time Females	304.00
Average Female Wage	2847.74
Means Calculation	-1.32%

Median Calculation	
Median Female - Median Male / Median Male x 100	
Male Median Point	2679.50
Female Median Point	2679.50
Median Calculation	0.00%

Quartile Pay Bands

Quartile 1		Quartile 2		Quartile 3		Quartile 4		
Gender	Job Title	Total Gross TD	Gender	Job Title	Total Gross TD	Gender	Job Title	Total Gross TD
Female	ADMINISTRATION ASSISTANT	0.00	Female	COOK	2278.66	Female	SUPPORT WORKER	2679.50
Female	SUPPORT WORKER	0.00	Female	SUPPORT WORKER	2286.54	Female	SUPPORT WORKER	2679.50
Female	SUPPORT WORKER	0.00	Female	SUPPORT WORKER	2286.31	Female	SUPPORT WORKER	2681.81
Female	SUPPORT WORKER	347.60	Female	ADMINISTRATOR	2286.14	Female	SUPPORT WORKER	2681.81
Female	SUPPORT WORKER	452.28	Female	SUPPORT WORKER	2297.71	Female	SUPPORT WORKER	2681.81
Female	HOUSEKEEPING ASSISTANT	518.61	Female	SUPPORT WORKER	2297.71	Female	SUPPORT WORKER	2681.81
Female	SUPPORT WORKER	558.60	Female	HOUSEKEEPING ASSISTANT	2303.66	Female	SUPPORT WORKER	2681.81
Female	SUPPORT WORKER	661.41	Female	ACTING SENIOR SUPPORT WO	2304.86	Female	SUPPORT WORKER	2681.81
Female	SUPPORT WORKER	666.73	Female	ADMINISTRATION ASSISTANT	2311.25	Female	SUPPORT WORKER	2681.81
Female	SUPPORT WORKER	651.38	Female	SUPPORT WORKER	2331.98	Female	SUPPORT WORKER	2681.81
Female	SUPPORT WORKER	1126.44	Female	SUPPORT WORKER	2341.25	Female	SUPPORT WORKER	2681.81
Female	SUPPORT WORKER	1126.64	Female	SUPPORT WORKER	2359.57	Female	SUPPORT WORKER	2681.81
Female	REGISTERED NURSE	1127.04	Female	COOK	2367.38	Female	SUPPORT WORKER	2681.81
Female	SUPPORT WORKER	1127.24	Female	COOK	2372.16	Female	SUPPORT WORKER	2681.81
Female	SUPPORT WORKER	1127.24	Female	COOK	2372.16	Female	SUPPORT WORKER	2682.28
Female	REGISTERED NURSE	1127.34	Female	SUPPORT WORKER	2376.38	Female	SUPPORT WORKER	2682.28
Female	HOUSEKEEPING ASSISTANT	1170.00	Female	SENOR SUPPORT WORKER	2380.50	Female	SUPPORT WORKER	2694.00
Female	REGISTERED NURSE	1176.00	Female	SUPPORT WORKER	2382.01	Female	SUPPORT WORKER	2696.01
Female	SUPPORT WORKER	1232.14	Female	SUPPORT WORKER	2387.98	Female	SUPPORT WORKER	2696.40
Female	SUPPORT WORKER	1238.41	Female	HOUSEKEEPER	2388.95	Female	SUPPORT WORKER	2696.40
Female	SUPPORT WORKER	1297.80	Female	SUPPORT WORKER	2428.38	Female	SUPPORT WORKER	2696.40
Female	SENOR SUPPORT WORKER	1325.70	Female	SUPPORT WORKER	2432.91	Female	SUPPORT WORKER	2698.71
Female	SENOR SUPPORT WORKER	1332.15	Female	SUPPORT WORKER	2436.78	Female	SUPPORT WORKER	2704.62
Female	SUPPORT WORKER	1357.68	Female	CARE PRACTITIONER	2439.51	Female	SUPPORT WORKER	2707.70
Female	SUPPORT WORKER	1383.03	Female	SUPPORT WORKER	2458.12	Female	ADMIN ASSISTANT	2710.63
Female	SENOR SUPPORT WORKER	1431.29	Female	SUPPORT WORKER	2462.71	Female	SUPPORT WORKER	2721.01
Female	HOUSEKEEPING ASSISTANT	1440.00	Female	SUPPORT WORKER	2465.01	Female	SUPPORT WORKER	2721.01
Female	SUPPORT WORKER	1516.45	Female	SUPPORT WORKER	2469.75	Female	SUPPORT WORKER	2723.28
Female	HOUSEKEEPING ASSISTANT	1530.00	Female	SUPPORT WORKER	2492.41	Female	SUPPORT WORKER	2723.28
Female	SUPPORT WORKER	1598.40	Female	SUPPORT WORKER	2511.48	Female	SUPPORT WORKER	2731.34
Female	SUPPORT WORKER	1605.02	Female	SUPPORT WORKER	2513.63	Female	SUPPORT WORKER	2732.58
Female	SUPPORT WORKER	1646.08	Female	SUPPORT WORKER	2516.44	Female	SUPPORT WORKER	2737.08
Female	SUPPORT WORKER	1658.30	Female	SUPPORT WORKER	2538.16	Female	SUPPORT WORKER	2738.27
Female	SUPPORT WORKER	1689.83	Female	SUPPORT WORKER	2540.65	Female	CARE PRACTITIONER	2738.27
Female	SUPPORT WORKER	1689.03	Female	SUPPORT WORKER	2543.38	Female	SENOR MANAGER	2741.46
Female	HOUSEKEEPER	1746.50	Female	SUPPORT WORKER	2553.75	Female	SUPPORT WORKER	2741.46
Female	SENOR SUPPORT WORKER	1759.84	Female	SUPPORT WORKER	2562.28	Female	SUPPORT WORKER	2751.54
Female	HOUSEKEEPING ASSISTANT	1787.50	Female	SUPPORT WORKER	2567.41	Female	SUPPORT WORKER	2759.30
Female	SUPPORT WORKER	1822.55	Female	SUPPORT WORKER	2582.33	Female	SUPPORT WORKER	2762.00
Female	HOUSEKEEPING ASSISTANT	1835.46	Female	SUPPORT WORKER	2584.63	Female	SUPPORT WORKER	2766.98
Female	SUPPORT WORKER	1889.45	Female	SUPPORT WORKER	2586.86	Female	HR OFFICER	2769.18
Female	SUPPORT WORKER	1889.63	Female	SUPPORT WORKER	2584.63	Female	SUPPORT WORKER	2791.18
Female	HOUSEKEEPING ASSISTANT	1908.75	Female	SUPPORT WORKER	2584.63	Female	SUPPORT WORKER	2791.18
Female	SUPPORT WORKER	1929.98	Female	SUPPORT WORKER	2584.63	Female	SUPPORT WORKER	2799.05
Female	ADMINISTRATOR	1940.45	Female	SUPPORT WORKER	2586.93	Female	SENOR SUPPORT WORKER	2817.00
Female	COOK	1958.84	Female	SUPPORT WORKER	2586.94	Female	SUPPORT WORKER	2818.97
Female	SUPPORT WORKER	1961.47	Female	SUPPORT WORKER	2586.86	Female	SUPPORT WORKER	2822.27
Female	COOK	1964.13	Female	SUPPORT WORKER	2586.86	Female	SUPPORT WORKER	2823.76
Female	SUPPORT WORKER	1969.27	Female	SUPPORT WORKER	2581.06	Female	SUPPORT WORKER	2848.45
Female	HOUSEKEEPING ASSISTANT	1976.52	Female	SENOR SUPPORT WORKER	2582.00	Female	SENOR SUPPORT WORKER	2849.00
Female	HOUSEKEEPER	2006.45	Female	SUPPORT WORKER	2592.99	Female	SUPPORT WORKER	2861.25
Female	SUPPORT WORKER	2008.49	Female	SUPPORT WORKER	2594.05	Female	SUPPORT WORKER	2874.18
Female	SUPPORT WORKER	2010.00	Female	SUPPORT WORKER	2596.23	Female	SENOR SUPPORT WORKER	2876.28
Female	SUPPORT WORKER	2010.79	Female	SUPPORT WORKER	2609.98	Female	SENOR SUPPORT WORKER	2880.00
Female	SUPPORT WORKER	2013.08	Female	SUPPORT WORKER	2616.25	Female	SENOR SUPPORT WORKER	2888.00
Female	SUPPORT WORKER	2025.15	Female	SENOR SUPPORT WORKER	2622.03	Female	SUPPORT WORKER	2900.54
Female	SUPPORT WORKER	2028.75	Female	SUPPORT WORKER	2638.56	Female	SENOR CARER	2902.50
Female	HOUSEKEEPING ASSISTANT	2037.75	Female	SUPPORT WORKER	2640.08	Female	SUPPORT WORKER	2903.18
Female	HOUSEKEEPING ASSISTANT	2047.50	Female	SUPPORT WORKER	2652.94	Female	SUPPORT WORKER	2903.88
Female	HOUSEKEEPER	2070.00	Female	SUPPORT WORKER	2654.76	Female	ADMINISTRATOR	2903.00
Female	SUPPORT WORKER	2079.75	Female	HOUSEKEEPING ASSISTANT	2656.34	Female	ACTING SENOR SUPPORT WO	2925.00
Female	SUPPORT WORKER	2089.53	Female	SUPPORT WORKER	2658.38	Female	SUPPORT WORKER	2925.72
Female	SUPPORT WORKER	2103.38	Female	SUPPORT WORKER	2666.41	Female	SUPPORT WORKER	2933.12
Female	SUPPORT WORKER	2105.65	Female	SUPPORT WORKER	2677.21	Female	SENOR SUPPORT WORKER	2943.25
Female	SUPPORT WORKER	2124.88	Female	SUPPORT WORKER	2679.50	Female	SENOR SUPPORT WORKER	2943.25
Female	COOK	2131.20	Female	SUPPORT WORKER	2679.50	Female	SUPPORT WORKER	2963.40
Female	COOK	2131.20	Female	SUPPORT WORKER	2679.50	Female	SUPPORT WORKER	2967.27
Female	ADMINISTRATOR	2138.85	Female	SUPPORT WORKER	2679.50	Female	SENOR SUPPORT WORKER	2970.00
Female	HOUSEKEEPING ASSISTANT	2147.35	Female	SUPPORT WORKER	2679.50	Female	SUPPORT WORKER	2981.40
Female	FINANCE ASSISTANT	2163.30	Female	SUPPORT WORKER	2679.50	Female	SUPPORT WORKER	3014.18
Female	HOUSEKEEPING ASSISTANT	2184.51	Female	SUPPORT WORKER	2679.50	Female	SUPPORT WORKER	3015.86
Female	SUPPORT WORKER	2172.88	Female	SUPPORT WORKER	2679.50	Female	SUPPORT WORKER	3022.31
Female	SUPPORT WORKER	2218.13	Male	SUPPORT WORKER	2310.00	Female	SUPPORT WORKER	3022.92
Female	SENOR SUPPORT WORKER	2218.50	Male	SUPPORT WORKER	2325.35	Female	SENOR SUPPORT WORKER	3038.00
Female	SENOR SUPPORT WORKER	2240.00	Male	ADMIN ASSISTANT	2336.22	Female	HOUSEKEEPING ASSISTANT	3061.81
Female	HOUSEKEEPER	2241.53	Male	SUPPORT WORKER	2488.75	Female	SUPPORT WORKER	3081.81
Female	SUPPORT WORKER	2265.94	Male	SUPPORT WORKER	2492.08	Female	TRAINER	3082.20
Female	SUPPORT WORKER	2287.57	Male	SUPPORT WORKER	2502.98	Female	SUPPORT WORKER	3091.18
Female	SUPPORT WORKER	2276.02	Male	SUPPORT WORKER	2514.75	Female	SUPPORT WORKER	3107.18
Male	COOK	330.00	Male	SUPPORT WORKER	2549.12	Female	SUPPORT WORKER	3124.00
Male	SUPPORT WORKER	474.38	Male	SUPPORT WORKER	2553.94	Female	SUPPORT WORKER	3135.54
Male	SUPPORT WORKER	643.05	Male	SUPPORT WORKER	2574.85	Male	SUPPORT WORKER	3178.02
Male	SUPPORT WORKER	1361.50	Male	SUPPORT WORKER	2582.33	Male	SUPPORT WORKER	3248.87
Male	SUPPORT WORKER	1449.48	Male	SUPPORT WORKER	2586.93	Male	SUPPORT WORKER	3303.35
Male	SUPPORT WORKER	1901.09	Male	COOK	2590.37	Male	HANDYMAN	3608.00
Male	FACILITIES TECHNICIAN	1976.27	Male	SUPPORT WORKER	2601.13	Male	SUPPORT WORKER	3610.12
Male	SUPPORT WORKER	2059.84	Male	SUPPORT WORKER	2608.05	Male	CARE PRACTICIONER	3651.34
Male	GARDENER	2095.50	Male	COOK	2622.24	Male	REGISTERED NURSE	3850.00
Male	COOK	2131.20	Male	SUPPORT WORKER	2663.00	Male	REGISTERED NURSE	4690.75
Male	COOK	2184.89	Male	SUPPORT WORKER	2673.65	Male	CHARGE NURSE	4920.00
Male	COOK	2191.44	Male	SUPPORT WORKER	2679.50	Male	REGISTERED NURSE	5250.00
Male	SUPPORT WORKER	2200.53	Male	SUPPORT WORKER	2679.50	Male	CHARGE NURSE	5353.75
Male	ADMINISTRATION ASSISTANT	2252.83	Male	SUPPORT WORKER	2679.50	Male	REGISTERED NURSE	6030.12
						Male	REGISTERED NURSE	6189.00