

# Medvivo 2018 Gender Pay Report



# Gender Pay Report

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# INTRODUCTION

**Medvivo is a modern and equitable employer and believes in being an inclusive and diverse organisation, providing opportunities for everyone to reach their full potential.**

## Background

The Government Equalities Office requires all British employers in the private and voluntary sector with at least 250 UK based employees to publish details of their gender pay gap.

## Reporting Criteria

This report contains a statutory disclosure of the gender pay gap for Medvivo Group Limited.

It is based on a snapshot of all Medvivo staff as at 5th April 2018 and includes:

- The 'mean gender pay gap' and the 'median gender pay gap'
- The 'gender bonus gap'
- The number of men and women working across salary quartiles

The individuals analysed for this report are those employed by Medvivo and Medvivo Careline who were receiving ordinary full pay on the given date, including:

- Permanent contracts of employment, full and part time
- Zero hour employees that received a payment in the three month period prior to the snapshot date
- Agency workers, temps & zero hour employees who had not received a payment in the three months prior to the stated date, independent contractors or those on reduced rates of pay (SSP or maternity), at that time, were excluded from the analysis.

## Gender Pay Gap reporting at Medvivo

The gender pay gap at Medvivo was first reported in April 2017 and Medvivo confirm it will be reported annually in line with the legislation. The information in this report also compares this year's data to that reported last year.





# About Medvivo

**A provider of integrated urgent care services, Medvivo is recognised for delivering excellence of care with a reputation for being a place where good people achieve amazing things by working together.**

## History

Founded by a group of GPs back in 2004, Wiltshire Medical Services (WMS) ran GP Out of Hours services for the North Wiltshire Primary Care Group.

Since then WMS has developed and matured into a respected and trusted provider of a range of high quality and flexible services across Wiltshire and other counties.

Medvivo Group Limited was created in 2013 to incorporate all WMS services. The company grew further in 2014 with the purchase of Magna Careline which is now known as Medvivo Careline.

Medvivo Group currently (Nov 2018) employs 383 employees and has contracts with an additional 168 sessional GPs and Nurse Practitioners.

## Awards and Accreditations

Medvivo received an Outstanding rating from the Care Quality Commission following a comprehensive inspection of their Wiltshire GP Out of Hours, Access to Care and Response service in February 2017.

Medvivo was one of the first organisations in the UK to be accredited to the TSA's (TEC Services Association) Quality Standards Framework for the Telecare services.

## Investors in People

Medvivo has an Investors in People accreditation, a respected stamp of quality worldwide. This demonstrates how excellence is embedded across the whole organisation and demonstrates that Medvivo recognises and values all members of staff.

## Disability Confident

The potential of all employees is maximised to build a workforce that is valued and reflects the communities being served.

All policies and services are regularly assessed to ensure that excellent services are delivered, service outcomes are equitable and no person is treated less favourably on the grounds of their race, ethnic group, religion, language, disability, age, gender, qualification, education, sexual orientation or mental health status.





# GPG & Equal Pay

This page provides background to both the Gender pay gap legislation and Equal pay act. It also explains the differences between them.

## Gender Pay Gap (GPG)

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force on the 6th April 2017.

The legislation means any relevant employer must report (annually):

- (a) the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- (b) the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ((c) the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- (d) the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- (e) the proportions of male and female relevant employees who were paid bonus pay (see regulation 12); and
- (f) the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

## Equal Pay Act

Ever since the Equal Pay Act of 1970, it has been illegal to pay different amounts to men and women doing the same work unless there is a “genuine material factor” for the difference.

The Equality Act 2014 further made it unlawful to prevent employees from having discussions to establish if there are differences in pay.

Employers must therefore give men and women equal treatment in the terms and conditions of their employment contract if they are employed to do ‘like work’, ‘work of equal value’ or ‘work rated as equivalent’ unless there is a ‘genuine material factor’ for the difference.

## Average Gender Pay Gap across the UK

Across the UK, men earned 18.4% more than women in April 2017, according to the Office for National Statistics (ONS).

ONS report that the UK wage gap between men and women's earnings for both full and part-time work has however fallen from 27.5% in 1997 to 18.4% in 2017.

**“The gender pay gap is concerned with the differences in the average pay between men and women over a period of time, no matter what their role is.**

**Equal pay deals with the pay differences between men and women who carry out the same or similar jobs.” Source: ACAS**

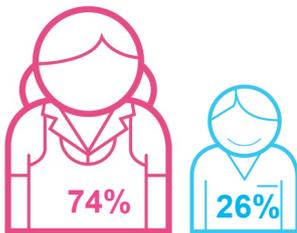


# Medvivo Gender Pay Gap

Medvivo firmly believes that gender balance enables people and businesses to perform better.

## Gender Divide

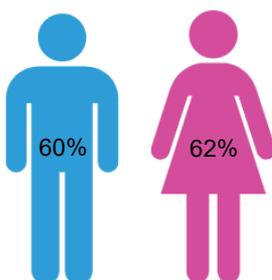
Overall on the snapshot date of the analysis, 5th April 2018, Medvivo had a 74% female and 26% male workforce.



Our analysis shows there is still an imbalance in the gender divide of the workforce although the female workforce has reduced by 1% since 2017. This can be explained, in part, by the high number of women fulfilling part time or zero hour roles across all areas within the business.

## Bonus Payments

Medvivo offers an annual bonus scheme, subject to meeting eligibility criteria. The analysis identified that 2 percentage points more of females than males received a bonus. This shows that gender has no impact on payment.



## Gender Pay and Bonus Gap

The table below shows our mean and median gender gaps for hourly and bonus pay in the 12 months reference period to 5th April 2018:

2018	Mean	Median
<b>Hourly Pay</b>	12%	-2.2%
<b>Bonus</b>	62%	12%

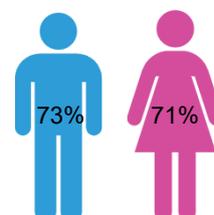
The analysis shows that whilst last year (comparing average ,mean, hourly pay) males earned 18% more than females this has since dropped to 12%. This is 6% below the national average.

The median hourly pay, for the female workforce, however remains higher though this has dropped from females receiving 4.8% per hour more in 2017 to 2.2% per hour more in 2018.

Bonus payments for men on average (mean) were 62% higher than those received by women and this highlights a high proportion of males remained in senior roles at the time of bonus payments.

### Note on the bonus payments data:

The data to the left shows the figures calculated based on legislative requirements. A more accurate reflection, however, is that Medvivo paid a bonus to 71% of employees in September 2017, broken down by gender as shown below:





# Gender Pay Quartiles

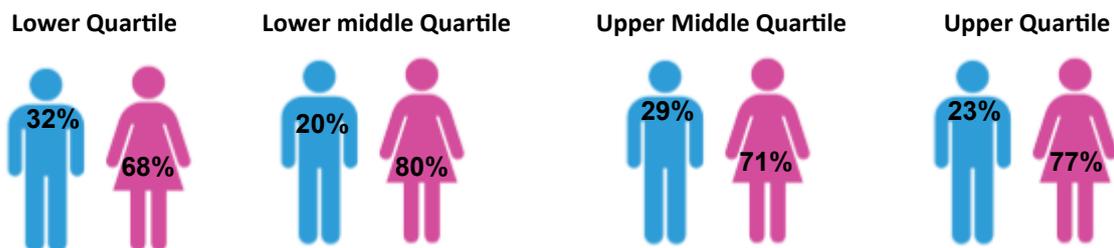
Occupational segregation can be an issue in UK business. To overcome this, Medvivo actively encourages equal and fair opportunities for career progression across all areas of the business.

## Pay Quartiles

In accordance with the regulations, all full time equivalent employees have been listed in order of their gross hourly rate and divided into four equal sized pay quartiles. The charts below sets out our gender profile by these defined pay quartiles.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	67.8%	80.2%	70.9%	77.3%
Male	32.2%	19.8%	29.1%	22.7%

74% of all Medvivo's staff are female. Our analysis identified that women are evenly represented across all quartiles. The lowest proportion of females are seen in the lower quartile which further supports our expectations of equal pay.



The above data shows that this year the % of females that make up the employees in the lower quartile has dropped by 5% though the % in the lower middle has increased by 7.3%. The % of females who make up the upper quartile has risen by 2% this year.

“ Due to the nature of our business it is not unexpected that we have a high proportion of women in hourly paid roles. However we are starting to see an increase in the number of females in salaried senior positions as our succession plans come to fruition. ”

Nicky Wood, HR Director, Medvivo



# Executive Statements

**Medvivo's Executive Management Team is responsible for the collection and presentation of the information within this report. They are committed to ensuring a broader gender balance is implemented across the whole organisation.**

**Medvivo has a duty to publish details of our gender pay gap, along with the difference in average bonus pay paid to men and women and the proportion of male and female employees who received bonus pay during the 12 months preceding the relevant date.**

## **Medvivo's Commitment to Gender Balance**

At Medvivo we are committed to ensuring the required gender pay gap information is collected and made accessible to employees and the public.

We have been working to ensure we achieve a broader gender balance across the organisation and pay quartiles by:

### **Improving the diversity of senior members of staff**

- Advertising all roles internally to encourage internal career progression.
- Encouraging upskilling and secondment to other areas of the business.
- Showcasing career paths and internal promotion on the company intranet.
- Providing female role models within the business.

### **Attracting and retaining a diverse workforce by:**

- Developing an inclusive culture and workplace enabling all staff to have the opportunity to continue their professional development.
- Promoting relevant workplace policies on areas such as flexible working, home working and shared parental leave.
- Extending our recruitment reach by using social media, networking events and alternative recruitment platforms to reach a more diverse range of candidates.
- Adopting an inclusive health and wellbeing strategy for all staff to engage with.

We are keen to increase the diversity of our staff and promote a more fair and balanced approach to both our gender profile and pay gaps across all areas of Medvivo's business.

We confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Liz Rugg**  
Managing Director, Medvivo

**Nicky Wood**  
HR Director, Medvivo



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