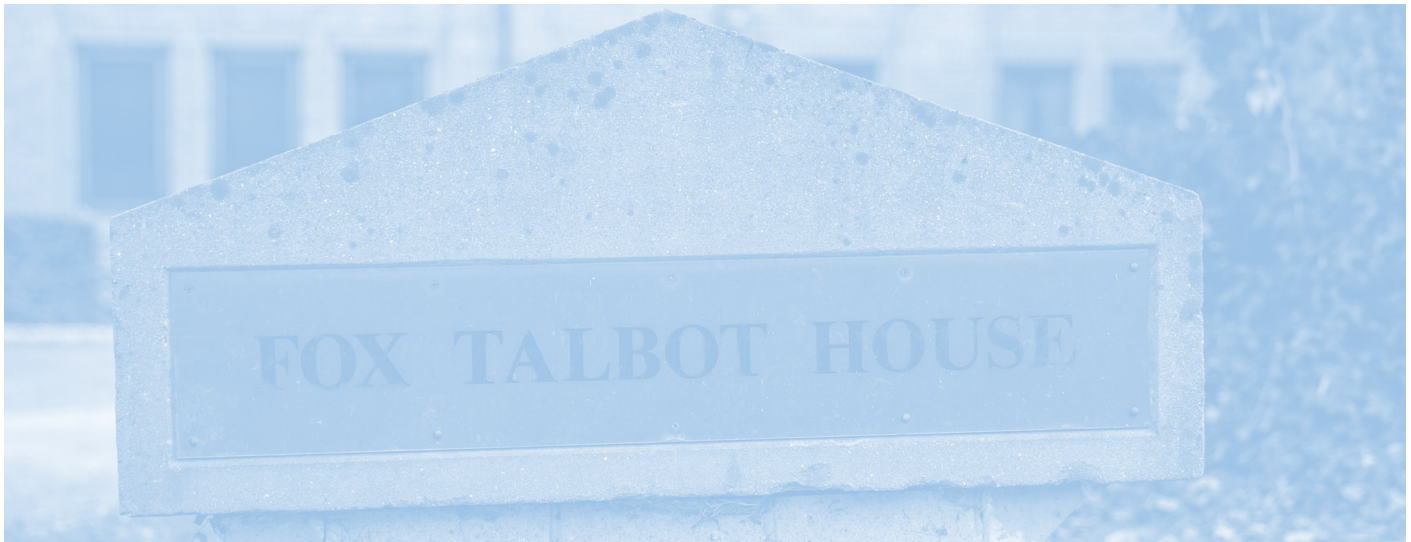


Medvivo 2017 Gender Pay Report

Gender Pay Report

Contents

03	Introduction
04	About Medvivo
05	The Gender Pay Gap
06	Gender Pay Quartiles
07	Executive Statements



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.

Equal Pay

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

Employers must 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.

Gender Pay Gap

The gender pay gap is the difference between the average hourly earnings of female employees (taken as a single group) and the average hourly earnings of male employees (also taken as a single group).

The gender pay gap is reporting on both a mean (average) and median (mid-point) basis.

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 2017 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.

"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



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 employs over 300 employees and has contracts with over 125 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 a diverse workforce is encouraged at Medvivo to create an inclusive culture in which everyone can flourish.

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 culturally competent 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.

"This (Medvivo) is a great example of what outstanding care looks like."
Ruth Rankine, Deputy Chief Inspector of General Practice in the South Region



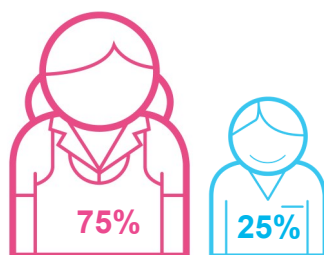


The Gender Pay Gap

Medvivo firmly believes that gender balance enables people and businesses to perform better. Programmes and initiatives used by the HR team aim to encourage a more gender balanced workforce.

Gender Divide

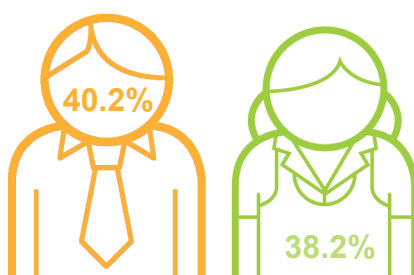
Overall on the date of the analysis on 5th April 2017, Medvivo had a 75% female and 25% male workforce.



Our analysis shows that there is an imbalance in the gender divide of the workforce. 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.

We look to encourage better gender balance throughout the organisation, although we often find women are over-represented in specific roles which are traditionally dominated by women.

Medvivo offers an annual bonus scheme, subject to meeting eligibility criteria. The analysis identified that 2% more males than females received a bonus.



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 2017:

	Mean	Median
Hourly Pay	18.1%	-4.8%
Bonus	55.9%	-0.1%

This is our first report and represents a benchmark for monitoring pay differences in the future.

The analysis highlights that there are more men in senior, salaried roles; whereas we have a higher proportion of women in part-time and zero hour roles.

This staffing profile is typical of the healthcare industry

Both men and women are paid equally for doing equivalent jobs. However as bonuses are paid in proportion to working hours, this impacts on the mean bonus pay gap and hourly rate figures.

This area will be monitored with a view to reducing the gender pay gaps.

“We encourage women into senior leadership roles and showcase them internally to raise aspirations among female staff.”
Liz Rugg, Managing Director, Medvivo



Gender Pay Quartiles

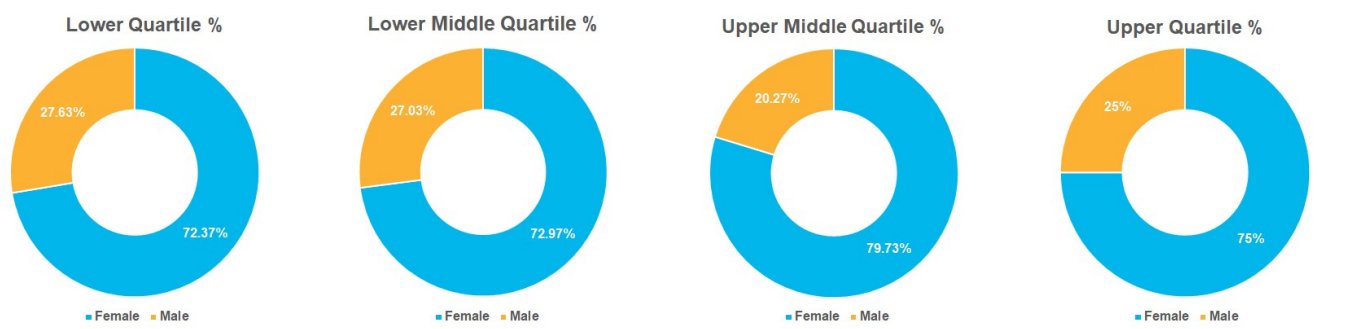
Occupational segregation can be an issue in UK business. To overcome this, Medvivo actively encourages equal and fair opportunities for career progression across all areas of the business.

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	72.37%	72.97%	79.73%	75.00%
Male	27.63%	27.03%	20.27%	25.00%

75% of our staff being female, our analysis identified that women are evenly represented across all quartiles.



“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.”

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 now 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

Liz Rugg
Managing Director, Medvivo

Nicky Wood
HR Director, Medvivo

Dr Jamie Brosch
Medical Director, Medvivo

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
- Promote 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 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.



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