

# Medvivo 2019 Gender Pay Report

# Gender Pay Report

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# INTRODUCTION

**Medvivo values and wishes to be recognised as having effectively embraced diversity for all its stakeholders and the community it serves plus, be seen to integrate equality and diversity seamlessly across all aspects of its business.**

## Background

The Government Equalities Office requires all British employers 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 2019 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 were those employed by Medvivo and Medvivo Careline who were receiving ordinary full pay on the given date, including:

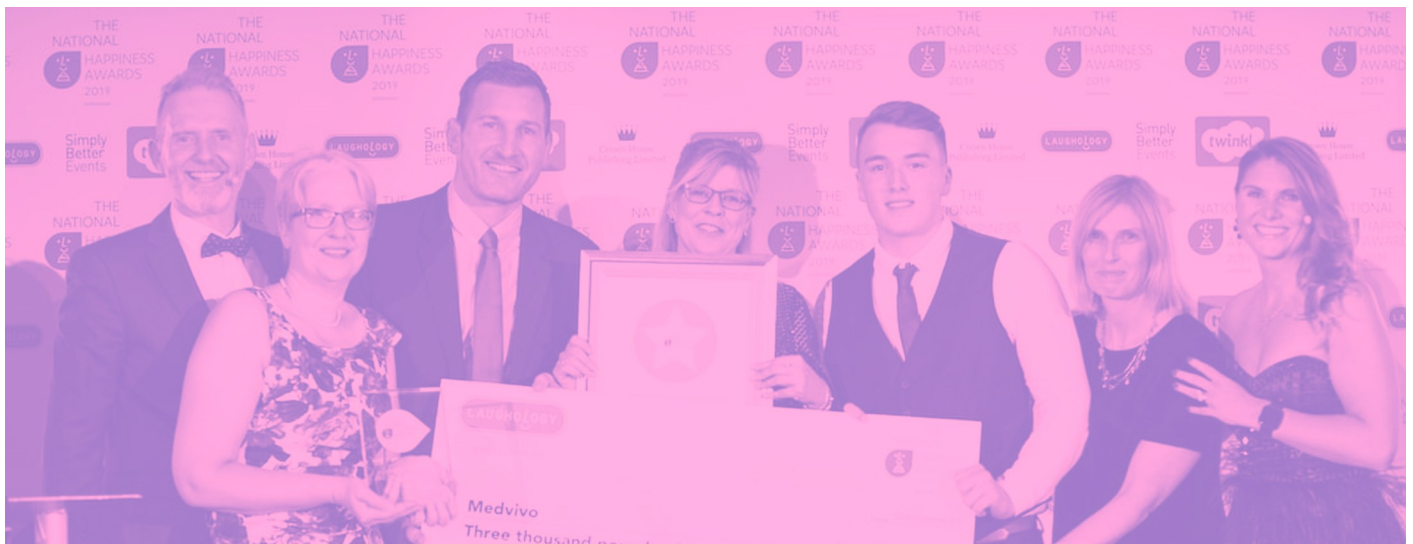
- Permanent contracts of employment, full and part time
- Zero hour employees that received a payment in the three month period prior to the snapshot date

- 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 in 2018.





# About Medvivo

The Care Quality Commission has rated the quality of care being provided by Medvivo as Outstanding following a comprehensive inspection in January 2019. Medvivo provides integrated urgent care and out of hours services across the counties of Bath and North East Somerset, Swindon and Wiltshire.

## 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.

Medvivo Group currently (Feb 2019) employs 287 employees and has contracts with an additional 128 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. This was again achieved when inspected in Jan 2019. This is a fantastic achievement, made all the more significant as it is the second consecutive Outstanding rating, which is unheard of previously in the UK.

## 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.

## Happiest Workplace 2019

In the Workplace sector Medvivo was crowned Britain's Happiest Workplace. Medvivo was particularly commended for providing its staff with mental health first aid, stress awareness and healthy eating advice.

**"We carried out an announced comprehensive inspection.... (and) saw several areas of outstanding practice."**

Dr Rosie Benneyworth BS BM BMedSci  
MRCGP, Chief Inspector of Primary Medical  
Services and Integrated Care





# GPG and 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.



“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*



## Average Gender Pay Gap across the UK

According to the ONS, the gender pay gap fell from 1997 to 2018, to stand at 8.6% among full-time employees.

The gap among all employees is higher (17.9%), driven by more women working in part-time jobs, which are lower paid (an average hourly rate is £9.36 compared with £14.31, excluding overtime, for full-time jobs).

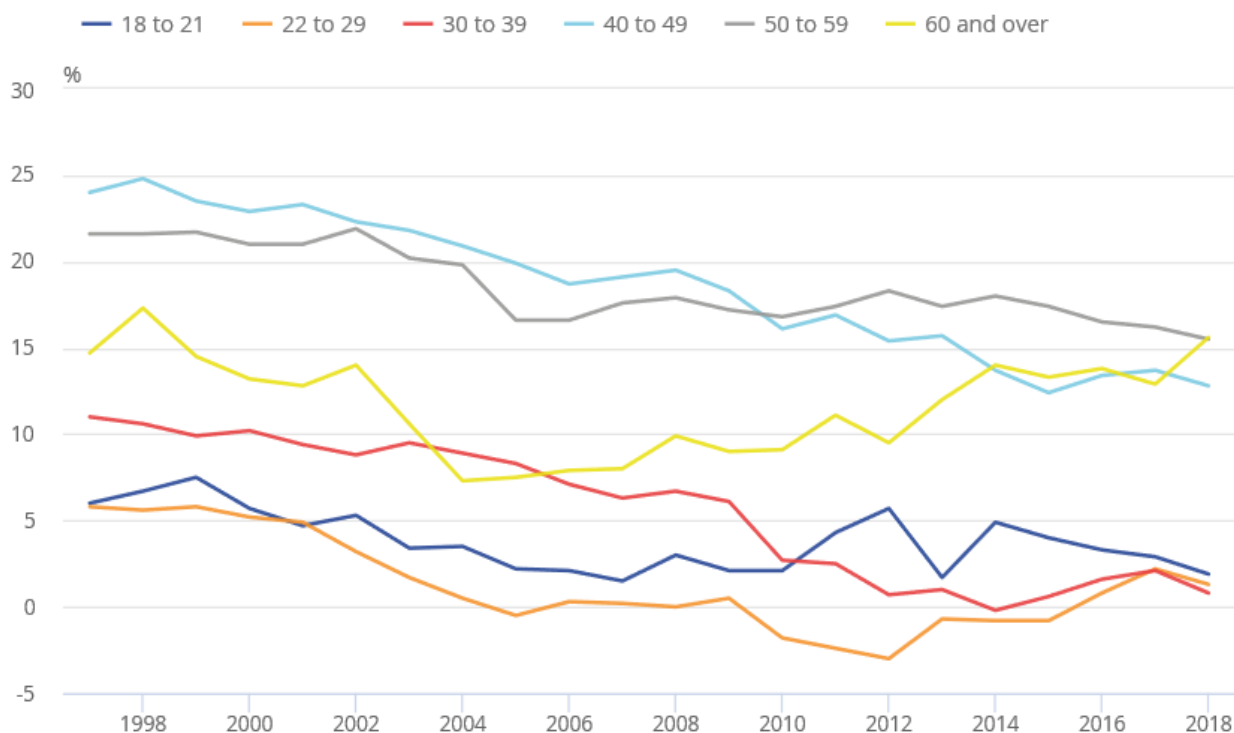
In 2018 the gender pay gap for full-time employees is close to zero between the ages of 18 and 39 years. From the age of 40 years, it widens.

For all employees, the gender pay gap widens after the age of 30 years and this coincides with an increase in working part-time from this age.

A negative gender pay gap among part-time employees emerges in the age group 30 to 39 years before reversing by the age of 50 years.

## Since 1997, the gender pay gap has closed most markedly among 40- to 49-year-olds

Figure 3: Gender pay gap for median gross hourly earnings (excluding overtime) by age group, UK, April 1997 to 2018



Source: Annual Survey of Hours and Earnings (ASHE) - Office for National Statistics

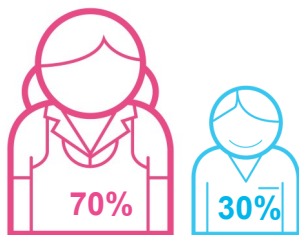


# Medvivo Gender Pay Gap

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

## Gender Divide

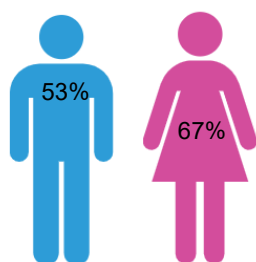
Overall on the snapshot date of the analysis, 5th April 2019, Medvivo had a 70% female and 30% male workforce.



Our analysis shows there is still an imbalance in the gender divide of the workforce although the female workforce has reduced by 4% since 2018.

## Bonus Payments

Medvivo offers an annual bonus scheme, subject to meeting eligibility criteria. The analysis identified that 14 percentage points more of females than males 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 2019:

	Mean	Median
Hourly Pay	-4.4%	-1.5%
Bonus	39%	10%

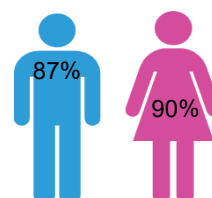
The analysis shows that whilst last year (comparing average ,mean, hourly pay) males earned 12% more than females this has flipped with females earning 4.4% more in 2019.

The median hourly pay, for the female workforce, remains higher though this has dropped from females receiving 2.2% per hour more in 2018 to 1.5% per hour more in 2019.

Bonus payments for men on average (mean) were 39% higher than those received by women and this reflects the higher proportion of males in full time roles coupled with our most senior manager, at the time, being male.

### 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 performance based bonus to 90% of employees in September 2018, broken down by gender as shown below:





# Gender Pay Quartiles

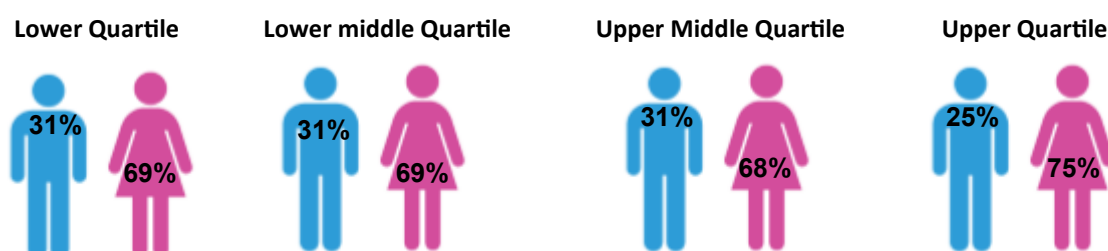
Occupational segregation can be an issue in UK business. To overcome this, Medvivo actively encourages equal and fair opportunities for career progression across all areas of the business.

## 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
<b>Female</b>	69.1%	68.8%	68.8	74.7%
<b>Male</b>	30.9%	31.2%	31.2%	25.3%

70% of all Medvivo's staff are female. Our analysis identified that women are evenly represented across all quartiles.



The above data shows that this year the % of females that make up the employees in the lower quartile has increased by 2% though this improves the expected gender balance. Similarly, the % of females who make up the upper quartile has reduced by 2% this year again moving closer to the overall gender split of 70% Female.

“We are very proud that our data shows our succession plans have come to fruition. We are also pleased that all the quartiles above closely match the overall gender split of 70% female.”





# What is Driving Medvivo's Gender Pay Gap

Medvivo ensures that pay rates have no connection to gender whilst also having unconscious bias training in place for all staff to help with recruitment and retention processes.

## Gender Pay Gap

The data shows that this year both our median and mean hourly pay for Women was slightly higher.

As a company we have processes in place to ensure pay is identical for all workers that are working on the same level of role irrelevant of gender or any other characteristic and as such we are confident this is the case as the data in this report identifies.

We do however report a gap in the payments made for bonuses where the median bonus received by women was 10% lower.

Our bonus is paid in September each year and is based upon:

- Both organisational and individual performance (individual scores are mediated to ensure fairness)
- Length of service at time of calculation

## Reasons for Bonus Gap

- The reason males on average were paid more was due to male employees in senior positions
- The reason males received a higher median bonus is due to a higher percentage of males undertaking a higher number of hours during the year

## Reducing the Gap Now and in Future Years

- Medvivo will ensure all new and current processes that affect pay continue to be fair and absent of unconscious bias
- In line with our 70% workforce, 71% (5 out of 7) of our Executive team is now female. This shows our succession plans have come to fruition.

“As a company with a 70% female workforce, we are pleased to show that no such gap in hourly pay exists.” Nicky Wood, HR Director



# 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 broad 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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