



Gender Pay Report 2023 -2024



Contents

Introduction	3
Medvivo Gender Pay Gap	5
Gender Pay Quartiles	6
What Is Driving Medvivo’s Gender Pay Gap	7
Executive Statements	8





Introduction

At Medvivo we are committed to fostering an inclusive and equitable workplace where all employees have equal opportunities for growth and advancement.

Background

The Government Equalities Office requires all British employers with at least 250 UK based employees to publish details of their gender pay gap on annual basis.

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.

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 legislation means any employer who meets the qualifying criteria must report annually:

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



Gender Pay Reporting at Medvivo

We first published our first gender pay gap report in April 2017 and Medvivo confirm it will be reported annually in line with the legislation.

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 4th April 2023 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 who were receiving ordinary full pay on the given date, including:

- Permanent contracts of employment, full and part time
- Zero hour & minimum hour employees
- Agency workers, temps, independent contractors, or those on reduced rates of pay (SSP or maternity), at that time, were excluded from the analysis*.

*Exclusions are in line with the reporting requirements.



About Medvivo

We provide urgent care and related health and care services across Bath and North East Somerset, Swindon and Wiltshire (BSW).

History

Wiltshire Medical Services (WMS) was founded in 2004 to run GP out of hours services in North Wiltshire. Since then, WMS developed into a respected and trusted provider of high quality and flexible healthcare services across Wiltshire and other counties.

Medvivo Group Limited was created in 2013 to incorporate all WMS services and has been delivering the Integrated Urgent Care Service for the NHS in BSW since May 2018.

We received an Outstanding rating from the Care Quality Commission following a comprehensive inspection of services in February 2017 and again in January 2019. In addition, it has maintained its TEC Services Association Quality Standards Framework certification in its latest audit in October 2023.

In November 2020, we joined HealthHero, a leading digital healthcare organisation with a presence in the UK, Ireland, Germany and France.

We currently employ 269 employees with an additional 136 sessional GPs who work on a self-employed basis (as at April 2023).



Equality and Diversity

We aim to maximise the potential of all our employees to build a workforce that is valued and reflects the communities we serve through inclusive and equitable employment practices.

All services, policies and procedures are assessed regularly to ensure that high quality 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.





Medvivo Gender Pay Gap

We believe that gender balance enables people and businesses to perform better and thrive.

Gender Divide

On the snapshot date (which was 4th April 2023) our gender split was as follows:

Women workers	68%
Male workers	32%

There has been very little change in the gender split of our workforce since the previous report (69% F, 31% M).

Gender Pay

The table below shows our mean and median gender gaps for hours pay in the from 5th April 2022 – 4th April 2023.

Mean gender pay gap for hourly pay	-4%
Median gender pay gap for hourly pay	-6%

Whilst women continue to have a higher hourly pay, compared to the previous year the gap had reduced from -10.6% in the previous report.

Bonus Payments

The table below shows number of males and Women receiving a bonus payment, and the mean and median bonus pay gap in the 12 month reference period to 4th April 2023.

% Women receiving a bonus	60%
% Males receiving a bonus	65%
Mean gender pay gap for bonus pay	-17%
Median gender pay gap for bonus pay	-37%

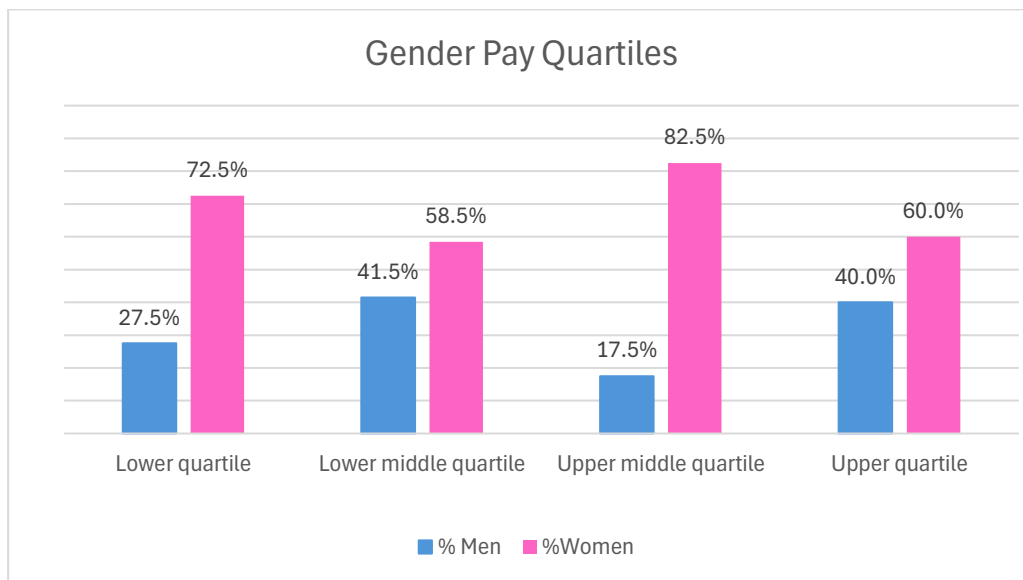




Gender Pay Quartiles

We actively encourage equal and fair opportunities for career progression across all areas of the business.

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 chart shows that women are most highly represented in the middle hourly pay quarter, however women are represented highly across all quartiles. Men are most highly represented in the lower middle and upper hourly pay quartiles. There has been an increase in men represented in the upper quartile compared to our last report, from 32% to 40%.



What is Driving our Gender Pay Gap

We have robust policies and procedures in place to ensure that any decisions made in relation to pay are free from bias or discrimination.

The data shows that our mean and median hourly pay was higher for women, although there has been a reduction in our gender pay gap compared to the 2022 data. The gap is largely driven by the higher proportion of women within the Upper middle and Upper pay quartiles.

Healthcare organisations are more likely to have a higher proportion of women. In addition, we also offer part time and flexible working patterns which lend themselves to individuals who have caring responsibilities which tend to fall to women.

Our compensation strategy is such that it is based on the role and duties and not on gender, or any other characteristic. We regularly benchmark our roles against others within the sector to ensure that we pay fairly, this applies to new roles as well as existing ones.

The data also shows that our bonus payments are higher for women, with the median being 37% and the mean being 17% which is comparable to the 2022 data. This is likely to be driven by the fact that we have more women than men in the Upper middle and Upper pay quartiles. Bonus payments are made based on organisation and personal performance. Individuals on minimum hours contracts are not eligible for a bonus payment.

Our commitments for the future

We will:

- Continue to conduct regular audits to identify any pay disparities.
- Ensure that any new and current pay processes continue to be fair and free from bias or discrimination.
- Ensure that our recruitment processes are open, equitable and transparent and encourage inclusion and diversity at all levels of the organisation.
- Offer opportunities for development, coaching and mentoring to continue to ensure there is gender balance within leadership positions.



Statement from our Managing Director

Our Executive Team are 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.

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

We work hard to ensure we continue to achieve gender equality across the organisation and pay quartiles. Examples of measures we take include:

- Developing an inclusive culture and workplace enabling all staff to have the opportunity to continue their professional development and career progression.
- 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.
- 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.

We strive to continue to increase the diversity of our workforce and encourage equity for all in order to foster an inclusive culture, a positive working environment and help our staff and the organisation to succeed.

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



Medvivo Group Ltd

Fox Talbot House, Greenways Business Park, Bellinger Close, Chippenham, Wiltshire SN15 1BN

0800 6444 200 | www.medvivo.com | info@medvivo.com