

Medvivo 2022-23 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 2022 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 & 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.

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.





About Medvivo

Medvivo provides the integrated urgent care and related 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 into a respected and trusted provider of high quality and flexible services across Wiltshire and other counties.

Medvivo Group Limited was created in 2013 to incorporate all WMS services. In November 2020, Medvivo joined HealthHero, a leading healthcare services group with a presence in the UK, Ireland, Germany and France.

Medvivo Group currently (April 2022) employs 324 employees and has contracts with an additional 183 sessional GPs.

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 and again in January 2019.

In October 2021, Medvivo's Response Team was audited for continued certification to the TEC (Technology-Enable Care) Services Association (TSA) Quality Standards Framework. This Audit report highlighted many areas of outstanding work.

“A key strength of the business is the delivery of fully integrated services through teams of clinical and non-clinical colleagues that support and learn from each other.

Services are underpinned by an excellent risk based and quality driven infrastructure with accountability at each layer of the business, alongside stringent governance.”

Jane Turner-Bragg,
Auditor on behalf of TEC Quality

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.

Medvivo further supports employees by subscribing to the Mindful Employer charter and is committed to being a disability confident employer.





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):

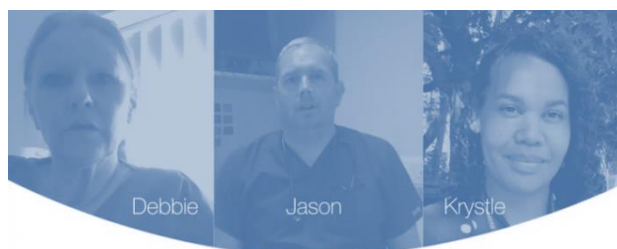
- (a) the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- (b) the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ((c) the difference 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 aid 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

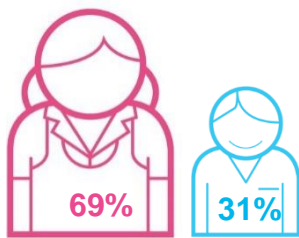


Medvivo Gender Pay Gap

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

Gender Divide

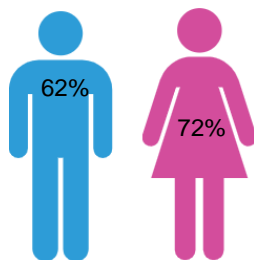
On the snapshot date (which was the 5th April 2022) Medvivo had a 69% female and 31% male workforce.



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

Bonus Payments

Medvivo offers an annual bonus scheme, subject employees meeting the specified eligibility criteria. The analysis identified that 10 percentage points more of females than males received a bonus and are pleased to see the gap reduce.



Gender Pay and Bonus Gap

The analysis shows that whilst last year (comparing average, median, hourly pay) female workers earned 10.7% more than male workers.

The mean hourly pay, for the female workforce, also remains higher with females receiving 10.6% per hour more.

Bonus payments for Women on average (mean) were 19.3% higher than those received by men while the median bonus received by the female workforce was also 37% more than that of the male workforce.

The table below shows our mean and median gender gaps for hourly and bonus pay in the 12 months reference period to the 5th April 2022 as per the legal requirement:

	Mean	Median
Hourly Pay	-10.6%	-10.7%
Bonus	-19.3	-36.6%



Gender Pay Quartiles

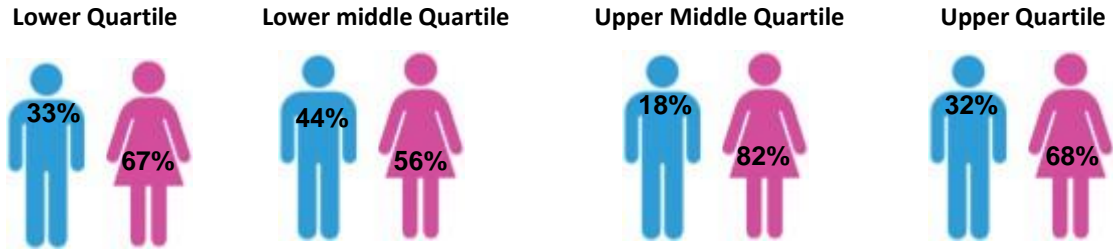
Occupational segregation can be an issue in UK business. To overcome this, Medvivo actively encourages equal and fair opportunities for career progression across all areas of the business.

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%	56%	82%	68%
Male	33%	44%	18%	32%

69% of all Medvivo’s staff are female. Our analysis identified that women are represented particularly highly in the upper middle quartile while the male workforce is highest in the lower middle quartile.





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 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 also report a gap in the payments made for bonuses where the median bonus received by women was 36% higher.

Our bonus is paid in January 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

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
- 83% (5 out of 6) of our Executive team is now female. This shows our succession plans have come to fruition.

“As a company with a 69% female workforce, we are pleased to show that no negative gap in female 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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