

## Gender Pay Gap Report – Medicus Health Partners

### Medicus Health Partners

The disparity in average earnings between male and female employees at Medicus Health Partners is demonstrated by the gender pay gap. This concept should not be confused with equal pay, which focuses on ensuring that individuals receive equal compensation for performing similar jobs, comparable roles, or work of equal significance, regardless of gender. It is against the law to pay employees unfairly due to their gender. Rather, the gender pay gap is used to indicate any unevenness in average compensation across an entire organisation.

Under the Regulations, private sector employers with more than 250 staff must disclose and report their gender pay gap every year. They should use the data from 5 April of each year as the basis for their report and publish it on their website. This report covers the data from 5 April 2023.

According to the Regulations, it is mandatory for all organisations to carry out the computation of the following metrics:

- The proportion of males and females in each quartile pay
- The mean basic pay gender pay gap
- The median basic pay gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of both males and females receiving a bonus payment.

Based on the data, it can be observed that there are significantly more female staff members than male staff members in Medicus Health Partners which is in keeping with the national trend followed in any healthcare organisation. The gender pay gap in healthcare can also be attributed to the concentration of women in lower-paying roles such as receptionist, administrative assistant, and nursing assistant positions. However, it is noteworthy that our gender pay gap is particularly susceptible to the slightest fluctuations in the number of male workers, primarily due to their concentration in senior clinical positions. The report also shows that Medicus Health Partners stands out for having more women in the top-paid positions.

<b>Total Employees</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
	<b>40</b>	<b>291</b>	<b>331</b>

- The mean basic pay gender pays gap and the median basic pay gender pay gap for Medicus Health Partners as displayed in the table below

Pay	Male	Female	Difference
Mean	£23.31	£17.98	22.86%
Median	£13.09	£11.67	10.84%

- The proportion of males and females in each quartile pay for Medicus Health Partners are as displayed in the table below:

Pay	Male	Female	Male	Female
Upper Hourly Quarter	10	20	33.34%	66.66%
Upper Middle Hourly Quarter	3	22	12%	88%
Lower Middle Hourly Quarter	6	85	6.6%	93.40%
Lower Hourly Quarter	21	164	11.35%	88.65%

## Equality

- It is crucial to maintain gender equality as a fundamental component of our overall strategy for promoting equality, diversity, and inclusion.
- We have conducted a comprehensive review of pay disparities across our Organisation and have implemented pay bands to facilitate a more comprehensive assessment of gender pay gaps. We will regularly monitor these pay bands and take corrective action as needed.
- We recruit based on merit, and all candidates are given an equal opportunity to apply for and be considered for a role. Recruitment is done based on objective criteria, and selection is made based on the qualifications and experience of the candidate.
- As a positive development towards achieving gender equality and diversity, the percentage of women in the upper hourly quarter is the same as the lower hourly quarter in Medicus Health Partners. This indicates that the company has successfully implemented policies and practices that promote equal representation of men and women across all levels of the organisation.

## Recruitment and promotion processes

- Regularly monitor and report on the demographics of applicants, shortlisted candidates, and new hires across different job levels, occupations, and employment arrangements.
- Review the job descriptions and qualifications for the low-band roles to ensure that they are gender-neutral and do not discourage male candidates from applying.
- Reconsider the selection criteria for the low-band roles to ensure that they do not unfairly bias against male candidates.
- Diversify the job postings by advertising in channels that attract a more diverse pool of candidates.
- More female candidates are applying for lower band job roles like Receptionist in a healthcare organisation, therefore we ensure that the recruitment process is unbiased and based on merit.
- Explore alternative recruitment channels for roles that exhibit gender pay gaps, such as devising strategies to attract male candidates for positions within the middle and lower pay quartiles.
- Pursue a policy of promoting diversity and inclusivity when recruiting for senior and managerial positions. Provides opportunities for female candidates to take up leadership roles.
- Reintroduce our graduate management training scheme, with an emphasis on recruiting a diverse range of trainees.

## Wellbeing and Retention

- We will persist in our efforts to cultivate a dynamic, adaptable, and efficient working environment that encourages and facilitates part-time and flexible working arrangements for both women and men. This will entail embracing both formal and informal flexible working practices.
- We will continue and give more attention in Implementing health and wellness programs such as on-site fitness classes, healthy food options, or wellness challenges to promote physical health and wellbeing.
- Offer mental health support services such as an employee assistance program, counseling services, or workshops to help employees manage stress and maintain good mental health.
- Provide career development opportunities such as training, mentoring, or leadership programs to help employees grow and develop their skills, that improves the job satisfaction and increase in retention.
- Ensure fair and equal treatment of all employees regardless of gender, race, or other personal characteristics. This helps to create a positive and inclusive workplace culture that promotes employee wellbeing and retention.

We hereby attest that the data presented in this report is precise and has been compiled in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.-

*USarkar- Managing Partner- Medicus Health Partners*

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