



MEDIGOLD
HEALTH

Medigold Health Gender Pay Gap Report 2019





Foreword

**Alex Goldsmith, CEO
Medigold Health**

“As discussed last year, during our first GPGR, Medigold Health remains absolutely committed to providing equal pay and opportunities to all people no matter their gender or how they identify. This is not a new commitment and indeed it is a principle that has been a constant in our 20 year history. We have always wanted all employees at Medigold Health to feel included and fairly treated in every aspect of their employment with us. To illustrate this we have, in the past year alone, overseen promotions and remuneration advancements for a healthy number of executives - of both genders.

At Medigold Health, we operate a transparent and objective salary band structure which ensures that individuals performing the same or similar roles are paid equitably and fairly regardless of their gender. As previously explained, it is a statistical quirk of the Occupational Health Industry as a whole that there is a gender imbalance within the Occupational Health Physician community that drives the “illusion” of our overall gender pay gap. Simply, the Occupational Health Physician role is one of our highest in terms of pay, we have far more male Occupational Health Physicians than female and this job role is one of our most prominent in terms of total employees.

This notwithstanding, Medigold Health is committed to helping to achieve a more balanced OHP population, not just within our business but across the industry as a whole. We truly believe that a more gender balanced OHP demographic is, quite simply, better for UK organisations and their employees and will offer a more flexible and intuitive service.

Since April 2018, over 21% of all our OHP vacancies have been filled by women, bringing our female OHP population up to 34%. Although these figures are not reportable until the 2020 report, it would be remiss of me not to highlight our ongoing progress in this area.

Similar to last year, the mean gender pay gap figure at Medigold Health is 48%. Again, this is due to the huge, industry wide gender imbalance in the OH Physician community and not by unequal pay for the females at Medigold Health.”

A handwritten signature in black ink, appearing to read 'A Goldsmith', written in a cursive style.



**MEDIGOLD
HEALTH**



Our Findings

Our Findings

Medigold Health are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

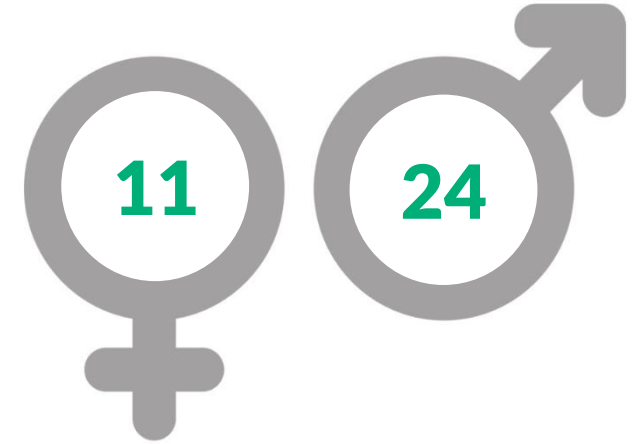
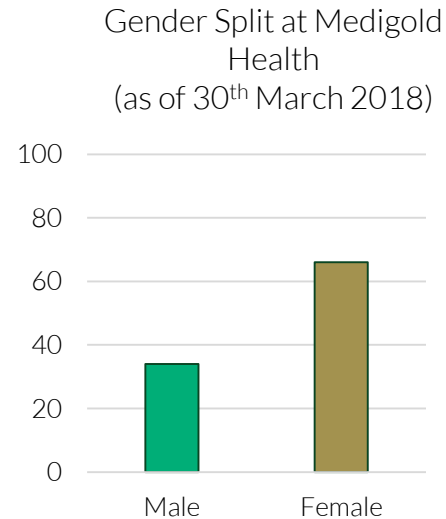
Calculating the pay gap involved carrying out six calculations that show the difference between the average earnings of men and women within Medigold Health; it does not involve publishing individual employee's data. All results published are from calendar year 30 March 2017 - 30 March 2018.

“ Medigold Health remains absolutely committed to providing equal pay and opportunities to all people no matter their gender or how they identify.

This is not a new commitment and indeed it is a principle that has been a constant in our 20 year history. We have always wanted all employees at Medigold Health to feel included and fairly treated in every aspect of their employment with us.”

Alex Goldsmith, CEO

	Mean	Median
Gender Pay Gap	48%	32%
Bonus Gender Pay Gap	61%	45%



Employees receiving a bonus %

Pay Quartile	Male	Female
Upper Quartile	56%	44%
Upper Middle Quartile	29%	71%
Lower Middle Quartile	31%	69%
Lower Quartile	21%	79%



Understanding Our Gap



Understanding the Gap

Our analysis of our gender pay gap and bonus pay gap shows that, once again, it is largely driven by two key factors:

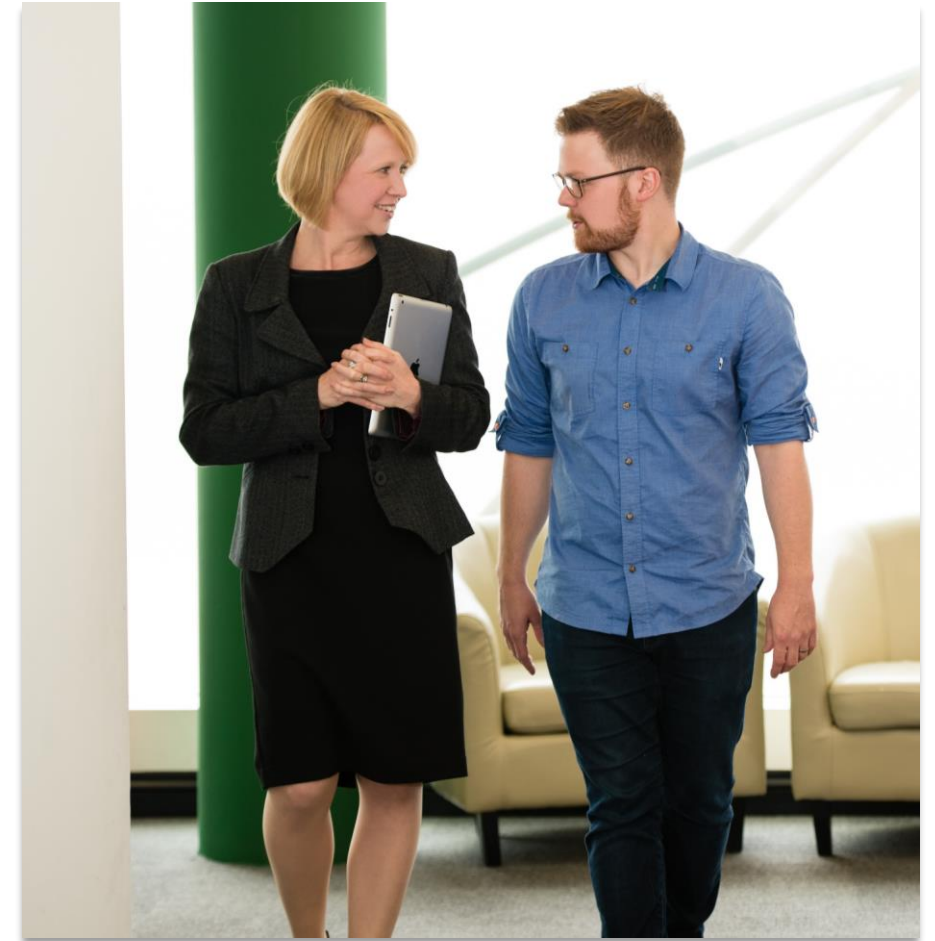
1. Men have traditionally dominated Occupational Health Physician (OHP) roles

Research from the British Medical Journal 2017 indicates that men make up 69% of all qualified UK OHPs and 59% of all Diploma in Occupational Medicine students.

There is a greater gender pay gap in our OHP roles as 90% of these roles are held by men and these positions attract high levels of salary remuneration due to the complexity of skills and the highly competitive market.

2. Part-time opportunities across Medigold Health are predominately filled by women

The majority of our employees on part-time contracts are female. When bonuses are awarded to part-time employees they are calculated on a pro-rata basis. The bonus gender pay gap calculation does not take into account part-time working.



MEDIGOLD
HEALTH