

Gender Pay Gap Report

Medigold Health
2020 & 2021



Foreword

**Alex Goldsmith, CEO
Medigold Health**



“As always, Medigold Health remains absolutely committed to providing equal pay and opportunities to all people no matter their gender or how they identify. As we have attested in previous reports, this is not a new commitment for our business and indeed it is a principle that has been a constant throughout our history. We have always wanted all Medigold Health employees to feel included and fairly treated in every aspect of their employment with us.

Within our organisation, 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. It remains a statistical quirk of the Occupational Health industry as a whole that there is a gender imbalance within the Occupational Health Physician community that continues to drive the “illusion” of an overall gender pay gap in our industry. Simply, the Occupational Health Physician (OHP) role is one of our highest in terms of pay, we have far more male OHPs than female and this job role is one of our most prominent.

As this report contemplates both the 2019 & 2020 data, it is important to mention that, due to the Covid-19 pandemic, the government has placed stipulations on the employees who should be included in the 2020 period for reporting purposes. Employees who were placed on furlough or who consented to adjustments to their salary as part of the business coping with the consequences of Coronavirus have been **excluded** from the 2020 reporting (at UK Government instruction).

These slightly unusual calculations resulted in atypical results for Medigold Health in 2020 and it is fair to say that the 2021 results, whilst improving on 2019 will likely more closely resemble 2019 as opposed to 2020. Medigold Health is dedicated in the long term to helping to achieve a more balanced OHP population. Indeed, since we reported in 2019, we have succeeded in our aim to hire proportionately more female OHPs – since April of that year, 13 of all our OHP vacancies have been filled by women (bringing our female OHP population up to 39%) - which is reflective of this commitment and should result in improved Gender Pay Gap figures in our next report.

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.

For the statistical reasons outlined above, the mean gender pay gap figure at Medigold Health was -7% in 2020 (down from 54% in 2019). The 2019 figure, as explained above, is largely due to the industry-wide gender imbalance in the OHP community and not the result of unequal pay for the female employees at Medigold Health.”

A handwritten signature in black ink, appearing to read 'Alex Goldsmith'.



Our findings

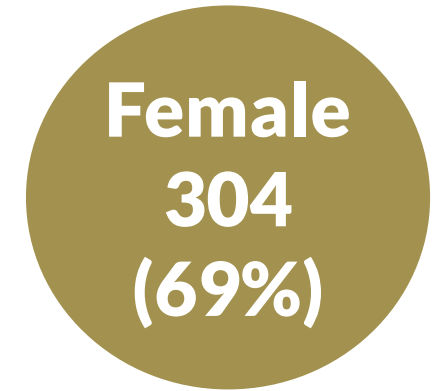
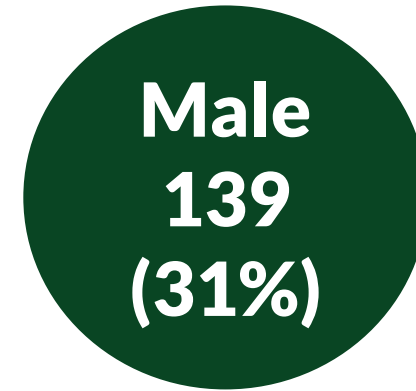
Snapshot
5th April 2019



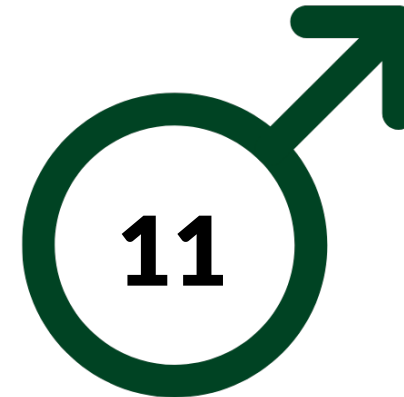
Snapshot April 2019

	Mean	Median
Gender pay gap	54%	41%
Bonus gender pay gap	69%	51%

Pay Quartile	Male	Female
Upper quartile	60%	40%
Upper middle quartile	28%	72%
Lower middle quartile	25%	75%
Lower quartile	16%	84%



Gender split as of 5th April 2019



Employees receiving a bonus %

Gender Pay Gap Report

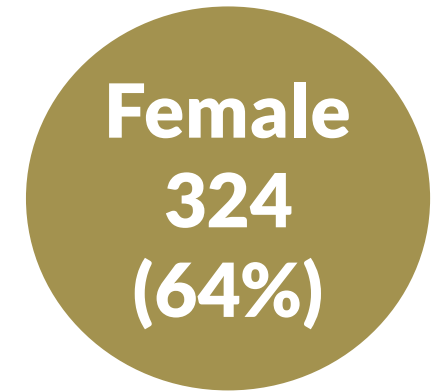
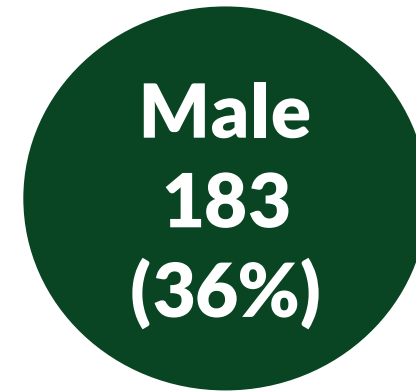
Snapshot
5th April 2020



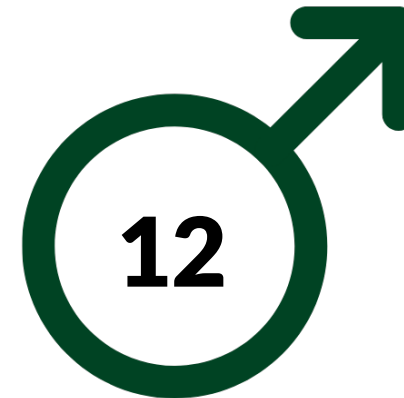
Snapshot April 2020

	Mean	Median
Gender pay gap	(7%)	(0%)
Bonus gender pay gap	48%	47%

Pay Quartile	Male	Female
Upper quartile	13%	87%
Upper middle quartile	12%	88%
Lower middle quartile	24%	76%
Lower quartile	6%	94%



Gender split as of 5th April 2020



Employees receiving a bonus %