Gender Pay Gap Report 2016 | 2017
Our Values

Innovation
so we drive forward
the standards
and outcomes
of care

Compassion
show respect,
consideration and
afford dignity to all

Empowerment
to encourage
all to lead a
meaningful life

Collaboration
because in partnership
we can deliver
transformational care

Integrity
because we are
ethical, open, honest
and transparent
Introduction

Elysium Healthcare is a provider of specialist health and care services across a wide variety of sectors. We pride ourselves on putting the individual at the heart of everything we do. This value is echoed in our workforce where we welcome and promote inclusivity, diversity and equality. We recognise the fact that the care and wellbeing of our service users is directly affected by the care and wellbeing that we provide to our staff. By listening, supporting and valuing our people we can ensure that as an organisation we continue to grow, develop and innovate which ultimately impacts the services we deliver.

In this report we cover the gender pay gap for the two companies which Elysium owned on the snapshot date of 5th April 2017 and met the threshold criteria. This includes Elysium Healthcare Ltd and Elysium Healthcare No. 2 Ltd. Formed on 30th November 2016, Elysium Healthcare is a young company which has been highly acquisitive, however, the data in this report for bonuses only covers a short four month window between the company's inception and the snapshot date.

Our core nursing workforce shows the mean pay for women is 5.6% higher than that of men. Moving forward, we are now working on our reporting for the 2017 / 2018 period taking into account the acquisitions we have made and any subsequent harmonisation.

Joy Chamberlain
Chief Executive Officer
What is the gender pay gap?

In April 2017 the Government introduced annual gender pay gap reporting by law for all companies with more than 250 employees in the UK.

The reporting shares key metrics on gender pay results and helps employers take action where needed.

The Gender Pay Gap shows the difference in the average hourly rate between men and women. It takes no account of seniority, experience, skills, differing roles or locations etc. This is different to Equal Pay which is about men and women receiving equal pay for the same job.
Our gender pay gap

The median and mean pay and pay quartile figures are a snapshot in time from 5th April 2017.

63.6% of our workforce is female and 36.4% are male

66.6% of our workforce are from the nursing team

Median Pay

The median pay is the middle figure when you list all your hourly pay values in numerical order. The median pay gap for women is 0.9% higher than for men.

Mean Pay

The mean pay is the average of all the hourly pay values men and women are paid. The mean pay for women is 15.3% lower than for men. The mean pay figure difference relates to the inherited and predominantly male workforce at senior level at the upper end of the upper quartile. We know from our analysis that our core nursing workforce, which represents 66.6% of all employees, shows the mean pay for women is 5.6% higher than that of men.
Pay Quartiles

Pay quartiles are based upon dividing the total number of our full pay relevant employees into four equal parts. The four sections are Lower, Lower Middle, Upper Middle and Upper. Our charts show how this is split.

Elysium has a high proportion of female staff which is reflected in the Pay Quartile results. The charts also evidence that female staff range across all Pay Quartiles. Overall this demonstrates an excellent penetration of female staff across the company from the lowest to the highest levels.
Our bonus pay gap

**Median bonus pay**
There is no median difference in the bonuses given to men and women.

**Mean bonus pay**
Men received a mean bonus on average that was 11% higher than women.

**Proportion of males and females receiving a bonus**
In the snapshot period 1% of men received a bonus and 2% of females received a bonus.
The data for bonuses covers the period from the date of Elysium’s formation until 5th April 2017. In this period, payments related to recruitment welcome bonuses for staff joining the nursing workforce. These are one off payments. Due to the small number of bonuses paid in this period and the fact that higher bonuses are paid to the qualified nursing workforce, the fact that Elysium had fewer males join, but at the qualified level had a significant impact on the results. There is no differential on the amount of the bonus paid to men or women within comparable positions / pay levels.
Action we will take

Across Elysium the female work staff are strongly represented at all levels in the business. We will continue to monitor and report on this as well as the gender pay gap as we move through our business harmonisation.

It is important to note that small changes in the number of men and women at senior level could cause significant changes to our mean gender pay gap in future years.

Investing in our people

Elysium is a fair and ethical employer who recognises the value that employees bring to the success of our business. We are constantly re-evaluating how we can become a better employer and we do this by listening to our people and working with them to create a great place to work.

Our commitment

- We will ensure that our people are represented at all levels within the company
- We will ensure that our people do not face career or pay barriers because of their gender
- We will ensure that our people have equal opportunities to progress within our business
- We will work to achieve a positive work-life balance which supports the needs of our people

Our statement

I confirm that the information contained within this report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Joy Chamberlain
Chief Executive Officer
Our statutory disclosures

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<thead>
<tr>
<th>Elysium Healthcare Ltd</th>
<th>Elysium Healthcare No.2 Ltd</th>
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<tbody>
<tr>
<td><strong>Median pay:</strong> -0.9%</td>
<td><strong>Median pay:</strong> 0.0%</td>
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<tr>
<td><strong>Mean pay:</strong> 15.7%</td>
<td><strong>Mean pay:</strong> 15.3%</td>
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<table>
<thead>
<tr>
<th>Pay Quartiles</th>
<th>Lower</th>
<th>Lower Middle</th>
<th>Upper Middle</th>
<th>Upper</th>
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<tbody>
<tr>
<td><strong>Females</strong></td>
<td>66.6%</td>
<td>61.2%</td>
<td>70.3%</td>
<td>66.2%</td>
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<tr>
<td><strong>Males</strong></td>
<td>33.4%</td>
<td>38.8%</td>
<td>29.7%</td>
<td>33.8%</td>
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<tr>
<th>Median bonus pay: 0%</th>
<th>Mean bonus pay: 11%</th>
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<tr>
<th>Proportion of males and females receiving a bonus:</th>
<th>Proportion of males and females receiving a bonus:</th>
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<tbody>
<tr>
<td><strong>% of females who received a bonus</strong></td>
<td><strong>% of females who received a bonus</strong></td>
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<tr>
<td>2%</td>
<td>2%</td>
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<tr>
<td><strong>% of males who received a bonus</strong></td>
<td><strong>% of males who received a bonus</strong></td>
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<td>1%</td>
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Gender Pay Gap Report 2016-2017

- Elysium Healthcare Ltd
  - Median pay: -0.9%
  - Mean pay: 15.7%
  - females: 66.6%, males: 33.4%
  - Median bonus pay: 0%
  - Mean bonus pay: 11%
  - females: 2%, males: 1%

- Elysium Healthcare No.2 Ltd
  - Median pay: 0.0%
  - Mean pay: 15.3%
  - females: 67.5%, males: 32.5%
  - Median bonus pay: 0%
  - Mean bonus pay: 11%
  - females: 2%, males: 1%