Gender Pay Gap Report 2017 | 2018
Our Values

**Innovation**
so we drive forward the standards and outcomes of care

**Empowerment**
to encourage all to lead a meaningful life

**Compassion**
show respect, consideration and afford dignity to all

**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 services. 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 three companies which Elysium owned and had access to their payroll data at the snapshot date of 5th April 2018 and met the threshold criteria. This includes Elysium Healthcare Ltd, Elysium Healthcare 2 Ltd and Elysium Healthcare Healthlinc Limited.

Formed on the 30th November 2016, Elysium Healthcare is a young company which has continued to be highly acquisitive in its second year of running. We are delighted to share that we have recorded a 0% mean and median pay gap differential between men and women in our nursing workforce which makes up 67% of the entire workforce which is being reported on.

Since our last gender pay report we have continued to acquire new businesses and are coming to the end of harmonising all new companies on to Elysium Healthcare terms and conditions.
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, location etc. This is different to Equal Pay which is about men and woman receiving equal pay for the same job.
The median and mean pay gap and pay quartile figures are a snapshot in time from 5th April 2018.

Median Pay
The median pay gap is the middle figure you reach if you list all your hourly pay values in numerical order. The median pay gap for women is 1.6% higher than for men.

Mean Pay
The mean pay gap is the average of all the hourly pay values men and women are paid. The mean pay gap for women is 15.1% lower than for men.

We know from our analysis that there is a combined 0% mean and median pay difference in our nursing workforce which account for 67% of all employees.
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.
Proportion of employees who receive a bonus

Median bonus pay
If you take the mid range of bonuses given to men and women there is no difference between the two.

Mean bonus pay
Men received a mean bonus on average that was 2% higher than women.

Proportion of males and females receiving a bonus
In the snapshot period 2% of men received a bonus and 3.5% of females received a bonus.
The main bonuses paid to staff are recruitment welcome bonuses to staff joining or being attracted to the nursing workforce and due to us only offering statutory maternity terms the company has introduced a bonus scheme for women to enhance the maternity pay to be competitive with our competition.

Going forward, we expect to see the continued use of welcome bonuses. This is a strategic recruitment tool which helps the company attract nurses and healthcare workers in a time of staff scarcity. There is no differential on the amount of the bonus paid to men or women within comparable positions/pay bands.
It is important to note that small changes in the number of men and women at executive level and consultant level could cause significant changes to our mean gender pay gap in future years.

**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.

**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

#### Elysium Healthcare Limited

<table>
<thead>
<tr>
<th>Pay Quartiles</th>
<th>Lower</th>
<th>Lower Middle</th>
<th>Upper Middle</th>
<th>Upper</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Females</strong></td>
<td>67.8%</td>
<td>61.3%</td>
<td>68.6%</td>
<td>66%</td>
</tr>
<tr>
<td><strong>Males</strong></td>
<td>32.2%</td>
<td>38.7%</td>
<td>31.4%</td>
<td>34%</td>
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</tbody>
</table>

Median bonus pay: 0%  
Mean bonus pay: 13%

#### Elysium Healthcare Healthlinc Limited

<table>
<thead>
<tr>
<th>Pay Quartiles</th>
<th>Lower</th>
<th>Lower Middle</th>
<th>Upper Middle</th>
<th>Upper</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Females</strong></td>
<td>67.9%</td>
<td>76.8%</td>
<td>62.2%</td>
<td>72.8%</td>
</tr>
<tr>
<td><strong>Males</strong></td>
<td>32.1%</td>
<td>23.2%</td>
<td>37.8%</td>
<td>27.2%</td>
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Median pay: 1.8%  
Mean pay: 18.1%

#### Elysium Healthcare No.2 Ltd

<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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</thead>
<tbody>
<tr>
<td><strong>Females</strong></td>
<td>59.7%</td>
<td>60.6%</td>
<td>62.7%</td>
<td>62.7%</td>
</tr>
<tr>
<td><strong>Males</strong></td>
<td>40.3%</td>
<td>39.4%</td>
<td>37.3%</td>
<td>37.3%</td>
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</tbody>
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Median bonus pay: 0%  
Mean bonus pay: -1%

#### Elysium Combined

<table>
<thead>
<tr>
<th>Pay Quartiles</th>
<th>Lower</th>
<th>Lower Middle</th>
<th>Upper Middle</th>
<th>Upper</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Females</strong></td>
<td>66.2%</td>
<td>60.9%</td>
<td>64.7%</td>
<td>65.2%</td>
</tr>
<tr>
<td><strong>Males</strong></td>
<td>33.8%</td>
<td>39.1%</td>
<td>35.3%</td>
<td>34.8%</td>
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</tbody>
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Median bonus pay: 0%  
Mean bonus pay: 2%