



# Gender Pay Gap Report

2019 | 2020

# Our Values

Elysium have relaunched our values in partnership with those we support, their families, and our people. We all voted and decided together which values we hold most dear and which ones unite us all. Our values are our standards which we will uphold each and every day.

**Kindness** -

in everything we say and do

**Integrity** -

being honest and doing the right thing

**Teamwork** -

working together to deliver great care and outcomes

**Excellence** -

being outstanding at what we do



# Introduction

Elysium Healthcare is a provider of specialist health and care services across a wide variety of services where the individual is at the heart of everything we do.

Our people are our greatest asset and their health, wellbeing and career longevity is extremely important to us.

Over the last year we have continued to invest in our workforce launching career pathways for staff including our nursing populations. We have also actively worked on sourcing and recruiting the best talent to ensure we can improve the lives of those we care for.

Due to the COVID-19 pandemic and national lockdown, Elysium were not able to deliver all the new training and wellbeing incentives we had originally planned but we are pleased

to see that the work already undertaken has helped in the reduction of the gender pay gap across the organisation.

In this report we cover the gender pay gap for the seven companies which Elysium owned and had access to their payroll data at the snapshot date of 5th April 2020 and met the threshold criteria. This includes Elysium Healthcare Ltd, Elysium Healthcare 2 Ltd, Elysium Healthcare 3 Ltd, Elysium Healthcare Healthlinc Limited, Acorn Care Ltd, Adderley Green Ltd and St Georges Ltd

Formed on the 30th November 2016, Elysium Healthcare is a young dynamic company which has continued to be acquisitive in its fourth year of running. We are delighted to share we have, for the third consecutive year, narrowed the gender pay gap between male and female employees.



**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, location etc. This is different to Equal Pay which is about men and woman receiving equal pay for the same job.



# What our results show

The median and mean pay gap and pay quartile figures are a snapshot in time from 5th April 2020.



66.4% of our workforce is female and 33.6% are male

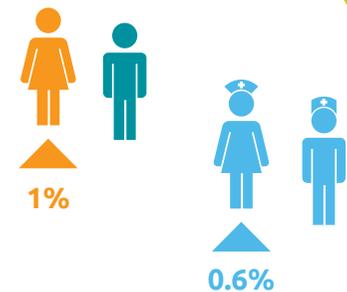
72.8% our workforce are from the nursing department



## Median Pay Gap

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% higher than for men. For our nursing population the median gap for women is 0.6% higher than for men.

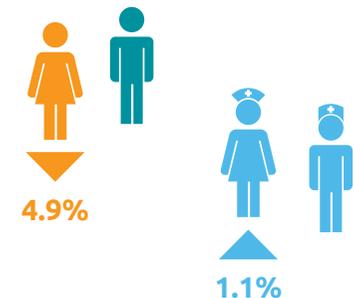


## Mean Pay Gap

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 4.9% lower than for men, having reduced from 12.1% in 2018/2019.

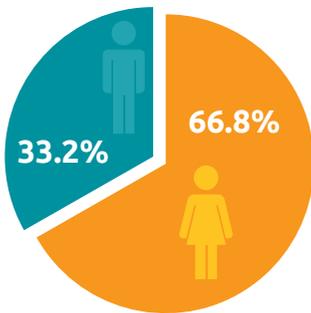
We know from our analysis that for our nursing population the mean gap for women is 1.1% higher than for men which accounts for 72.8% of all employees.



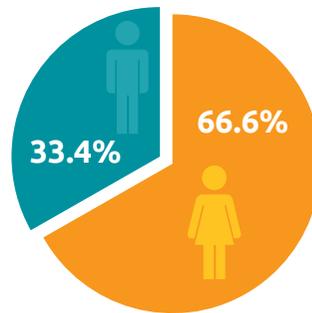
## Pay Quartiles

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

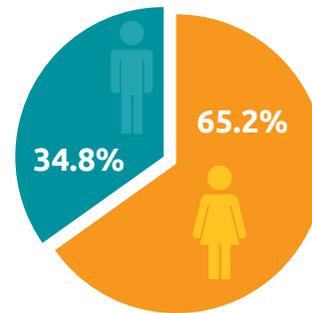
Lower Quartile



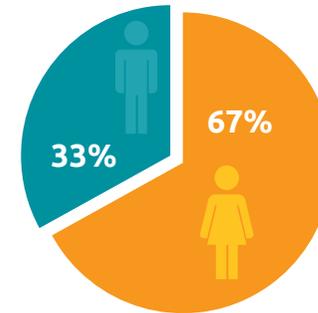
Lower Middle



Upper Middle



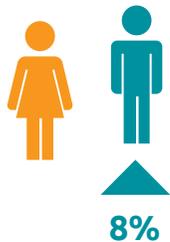
Upper



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 representation of female staff across the company from the lowest to the highest levels.



# Proportion of employees who receive a bonus



## Median bonus gender pay gap

If you take the mid range of bonuses given to men and women we know men are paid 8% higher bonuses than women. Upon investigation we identified that the difference in bonuses between female and male employees was £20, as Elysium Healthcare has a higher female population it is harder to shift the median point compared to the smaller male population.

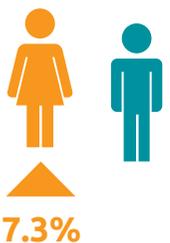


In the snapshot period 58% of men received a bonus and 56.7% of females received a bonus.

The main bonuses paid to staff are recruitment welcome bonuses to staff joining or being attracted to the nursing workforce. Due to us only offering statutory maternity terms the company had introduced a bonus scheme for women to enhance the maternity pay to be competitive with our competition.

Additionally, in December we introduced a seasonal bonus to nursing staff who worked key shifts around the Christmas and New Year bank holidays, this bonus scheme will be rolled out for December 2020.

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 or pay bands.



## Mean bonus gender pay gap

Women received a mean bonus on average that was 7.3% higher than men. This has shifted from women receiving 8.1% higher mean bonus than men last year.



## 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 develop and grow.

*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.*

## 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

Pay Quartiles	Men 	Women 
Lower	31.8%	68.2%
Lower Middle	32.3%	67.7%
Upper Middle	31.0%	69.0%
Upper	35.6%	64.4%
<b>Median Pay Gap</b>	<b>0.2%</b>	
<b>Mean Pay Gap</b>	<b>18.6%</b>	

 <b>% of males receiving Bonus</b>	49%
 <b>% of females receiving Bonus</b>	58%
<b>Median Bonus Pay</b>	33.3%
<b>Mean Bonus Pay</b>	23.4%

## Elysium Healthcare No 2 Limited

Pay Quartiles	Men 	Women 
Lower	37.6%	62.4%
Lower Middle	39.6%	60.4%
Upper Middle	41.7%	58.3%
Upper	33.7%	66.3%
<b>Median Pay Gap</b>	<b>0.0%</b>	
<b>Mean Pay Gap</b>	<b>1.5%</b>	

 <b>% of males receiving Bonus</b>	58.3%
 <b>% of females receiving Bonus</b>	52.8%
<b>Median Bonus Pay</b>	0.0%
<b>Mean Bonus Pay</b>	-62.9%

## Elysium Healthcare (Healthlinc) Limited

Pay Quartiles	Men 	Women 
Lower	25.6%	74.4%
Lower Middle	26.6%	73.4%
Upper Middle	35.4%	64.6%
Upper	37.5%	62.5%
<b>Median Pay Gap</b>	<b>3.0%</b>	
<b>Mean Pay Gap</b>	<b>5.4%</b>	

 <b>% of males receiving Bonus</b>	94.9%
 <b>% of females receiving Bonus</b>	77.9%
<b>Median Bonus Pay</b>	0.0%
<b>Mean Bonus Pay</b>	-212.3%



## Our statutory disclosures (continued)

### Elysium Healthcare (Acorn Care) Limited

Pay Quartiles	Men 	Women 
Lower	21.7%	78.3%
Lower Middle	54.3%	45.7%
Upper Middle	31.4%	68.6%
Upper	42.3%	57.7%
<b>Median Pay Gap</b>	<b>0.0%</b>	
<b>Mean Pay Gap</b>	<b>13.6%</b>	

 <b>% of males receiving Bonus</b>	63.8%
 <b>% of females receiving Bonus</b>	89.1%
<b>Median Bonus Pay</b>	86.7%
<b>Mean Bonus Pay</b>	-46.2%

### Elysium Healthcare No 3 Limited

Pay Quartiles	Men 	Women 
Lower	50.0%	50.0%
Lower Middle	38.0%	62.0%
Upper Middle	48.1%	51.9%
Upper	24.1%	75.9%
<b>Median Pay Gap</b>	<b>0.0%</b>	
<b>Mean Pay Gap</b>	<b>1.9%</b>	

 <b>% of males receiving Bonus</b>	24.6%
 <b>% of females receiving Bonus</b>	32.1%
<b>Median Bonus Pay</b>	-200.0%
<b>Mean Bonus Pay</b>	-250.9%

### St George Healthcare Limited

Pay Quartiles	Men 	Women 
Lower	47.9%	52.1%
Lower Middle	32.0%	68.0%
Upper Middle	41.2%	58.8%
Upper	32.0%	68.0%
<b>Median Pay Gap</b>	<b>0.0%</b>	
<b>Mean Pay Gap</b>	<b>18.1%</b>	

 <b>% of males receiving Bonus</b>	77.8%
 <b>% of females receiving Bonus</b>	59.4%
<b>Median Bonus Pay</b>	50.0%
<b>Mean Bonus Pay</b>	-39.4%



# Our statutory disclosures (continued)

## Elysium Neurological Services (Adderley) Limited

Pay Quartiles	Men 	Women 
Lower	13.3%	86.7%
Lower Middle	10.0%	90.0%
Upper Middle	23.0%	77.0%
Upper	21.3%	78.7%
<b>Median Pay Gap</b>	<b>12.3%</b>	
<b>Mean Pay Gap</b>	<b>12.0%</b>	

 <b>% of males receiving Bonus</b>	80.5%
 <b>% of females receiving Bonus</b>	82.1%
<b>Median Bonus Pay</b>	33.3%
<b>Mean Bonus Pay</b>	-142.0%

## Elysium Healthcare Combined

Pay Quartiles	Men 	Women 
Lower	33.2%	66.8%
Lower Middle	33.4%	66.6%
Upper Middle	34.8%	65.2%
Upper	33.0%	67.0%
<b>Median Pay Gap</b>	<b>-1.0%</b>	
<b>Mean Pay Gap</b>	<b>4.9%</b>	

 <b>% of males receiving Bonus</b>	56.7%
 <b>% of females receiving Bonus</b>	58.0%
<b>Median Bonus Pay</b>	8.0%
<b>Mean Bonus Pay</b>	-7.3%

