



Gender Pay Gap REPORT 2023-2024

Our Values

Our values were created 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 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 are an independent sector provider of specialist health and care services which are commissioned by the NHS and Local Government authorities across England and Wales.

Elysium's vision is to have the Best Care, provided by the Best People in the Best Place.

To do this we need to take care of our people and their health and wellbeing, ensuring they have career longevity with us and opportunities for growth. Our Senior Management Team continue to champion the ongoing promotion of health and wellbeing initiatives across all areas of 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 2024 and which met the threshold criteria. This includes Elysium Healthcare Limited, Elysium Healthcare 2 Limited, Elysium Healthcare 4 Limited, Elysium Neurological Services (Adderley) Limited, Elysium Neurological Services (Badby) Limited, St Georges Limited and Healthlinc Individual Care LTD

Formed on 30th November 2016, Elysium Healthcare, part of Ramsay Health Care, continues to be acquisitive in its eighth year of running.



Nick Costa
Interim 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.

The median and mean pay gap and pay quartile figures are a snapshot in time from 5th April 2024.

65.77% of our workforce is female and **34.23%** are male



65.77%



34.23%



77.53%

77.5% of our workforce are from the nursing department

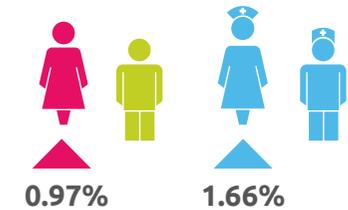
What our results show

Median Pay Gap

The median pay gap is the middle figure you reach if you list all hourly pay values in numerical order.

The median pay gap for women is 0.97% higher than for men.

Within our nursing population specifically, the median pay gap for women is 1.66% higher. This population are key to Elysium Healthcare as they account for 77.53% of all staff.



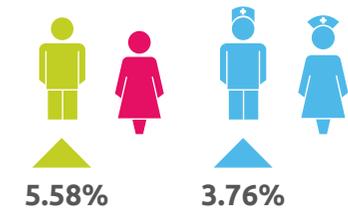
Mean Pay Gap

The mean pay gap is the average of all the hourly pay values men and women are paid.

The mean pay gap for men is 5.58% higher than for women.

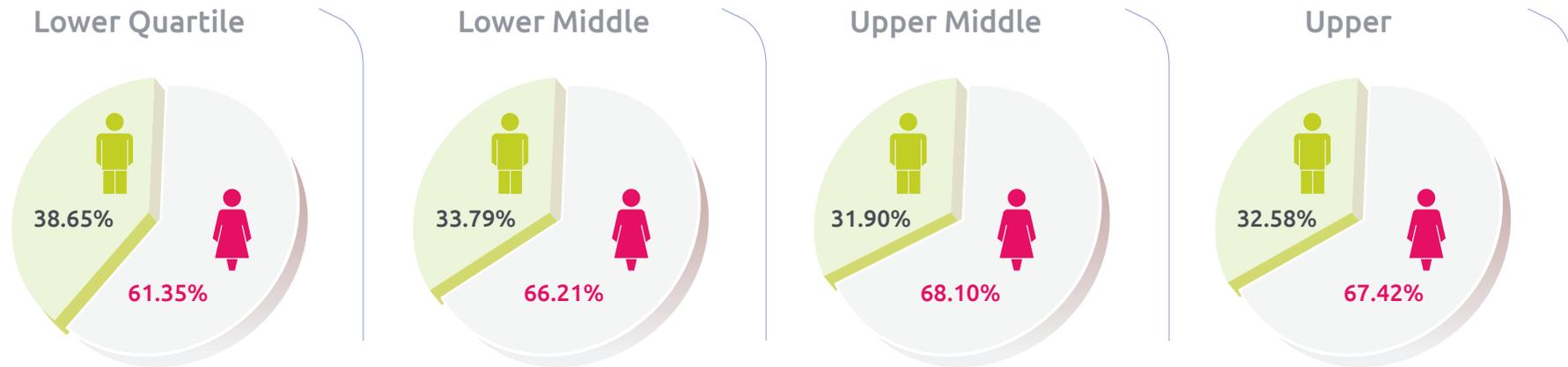
Within our nursing population specifically, the mean pay gap for men is 3.76% higher than women, this population are key to Elysium Healthcare as they account for 77.53% of all staff.

This is largely due to the higher proportion of women in our workforce - with mean pay, a small number of changes impacts our male gender pay gap reporting, compared to the female population where a greater number of changes are required to have a similar impact.



Pay quartiles

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



- Female
- Male

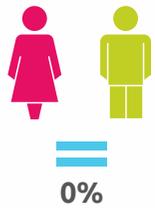
Elysium has a high proportion of female staff which is reflected in the pay quartile results.

The charts also evidence the female staff range across all pay quartiles. Overall there was an increase in representation of female staff across the company from the lower to the upper

middle levels, there was a very slight decline in the upper quartile but remained comparable.

Female staff across all pay quartiles have remained consistent since we began reporting and is something we will aim to continue achieving.

Proportion of staff who receive a bonus



Median gender bonus gap

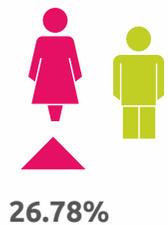
In this reporting period we saw the median bonus gap being 0% therefore no difference between male and female staff



In this snapshot period, 63.56% of men and 55.47% of females received bonuses.

The main bonuses paid to staff are recruitment welcome bonuses to staff joining or being attracted to the nursing workforce along with Christmas and New Year bank holiday working incentives. Elysium Healthcare has a bonus scheme for women to enhance maternity pay to compete with similar organisations.

There is no differential on the amount of the bonus paid to men or women within comparable positions or pay bands.



Mean gender bonus gap

In this reporting period for the mean bonus gap this year, women received 26.78% higher than male staff.

Action we have taken

Across Elysium, female staff are strongly represented at all levels in the business. We continue to monitor and report on this as well as the gender pay gap.

Elysium is committed to being the very best place to work where everyone feels valued, included, and respected so that we can deliver the best care to the people who use our services. We continue to implement our Diversity, Equity and Inclusion (DEI) strategy to enable an inclusive culture where everyone is supported to achieve their full potential. We have six Employee Resource Groups (ERGs) and our Women's group – the Women's Initiative Network – continue to influence our policies such as ensuring they are inclusive of people who are undergoing fertility treatment and input into our Preventing Sexual Harassment in the Workplace policy.

We continue to build on our DEI education offerings which now includes Inclusive Leadership and Preventing Sexual Harassment in the Workplace. We have made significant progress on increasing the declaration levels of our employee demographics and have been able to conduct analyses of our staff survey by different demographic groups.

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 bonus gap in future years.

Investing in our people

Elysium is a fair and ethical employer who recognises the value that our staff bring to the success of the 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.

Nick Costa
Interim Chief Executive Officer

Our statutory disclosures

Elysium Healthcare Limited

Workforce		Pay Quartiles	Women	Men
Female	65.60%	Lower	60.51%	39.49%
Male	34.40%	Lower Middle	65.27%	34.73%
Nursing	66.29%	Upper Middle	73.63%	26.37%
		Upper	63.00%	37.00%

Median Pay Gap	
All	Nursing
Women 5.57% Higher	Women 6.52% Higher

Mean Pay Gap	
All	Nursing
Men 9.96% Higher	Men 6.67% Higher

Median Bonus Gender Pay Gap	
Women = Men	0%

Mean Bonus Gender Pay Gap	
Women	39.12% Higher

% of females getting Bonus	51.98%
% of males getting Bonus	56.82%

Elysium Healthcare No. 2 Limited

Workforce		Pay Quartiles	Women	Men
Female	64.89%	Lower	61.45%	38.55%
Male	35.11%	Lower Middle	65.92%	34.08%
Nursing	81.63%	Upper Middle	64.72%	35.28%
		Upper	67.47%	32.53%

Median Pay Gap	
All	Nursing
Women 0.71% Higher	Women = Men 0%

Mean Pay Gap	
All	Nursing
Men 5.27% Higher	Men 3.73% Higher

Median Bonus Gender Pay Gap	
Women	37.50% Higher

Mean Bonus Gender Pay Gap	
Women	8.42% Higher

% of females getting Bonus	47.89%
% of males getting Bonus	61.75%

Our statutory disclosures

Elysium Healthcare No. 4 Limited

Workforce		Pay Quartiles	Women	Men
Female	68.53%	Lower	58.33%	41.67%
Male	31.47%	Lower Middle	75.70%	24.30%
Nursing	76.46%	Upper Middle	65.42%	34.58%
		Upper	74.77%	25.23%

Median Pay Gap	
All	Nursing
0%	Women 1.27% Higher

Mean Pay Gap	
All	Nursing
Women 5.06% Higher	Women 10.26% Higher

Median Bonus Gender Pay Gap	
0%	0%

Mean Bonus Gender Pay Gap	
Women 19.39% Higher	Women 59.93% Higher

% of females getting Bonus	57.24%
% of males getting Bonus	58.39%

Elysium Neurological Services (Adderley) Limited

Workforce		Pay Quartiles	Women	Men
Female	72.48%	Lower	100%	0%
Male	27.52%	Lower Middle	100%	0%
Nursing	87.77%	Upper Middle	89.02%	10.98%
		Upper	0%	100%

Median Pay Gap	
All	Nursing
Men 5.18% Higher	Women 0%

Mean Pay Gap	
All	Nursing
Men 0.20% Higher	Women 0.50% Higher

Median Bonus Gender Pay Gap	
0%	0%

Mean Bonus Gender Pay Gap	
Women 59.93% Higher	Women 59.93% Higher

% of females getting Bonus	81.09%
% of males getting Bonus	85.56%

Our statutory disclosures

Elysium Neurological Services (Badby) Limited

Workforce		Pay Quartiles	Women	Men
Female	75.41%	Lower	61.54%	38.46%
Male	24.59%	Lower Middle	84.62%	15.38%
Nursing	78.18%	Upper Middle	74.44%	25.56%
		Upper	81.11%	18.89%

Median Pay Gap	
All	Nursing
Women 0.81% Higher	Women 0.35% Higher

Mean Pay Gap	
All	Nursing
Women 4.96% Higher	Women 4.88% Higher

Median Bonus Gender Pay Gap	
Men 33.33% Higher	

Mean Bonus Gender Pay Gap	
Men 9.27% Higher	

% of females getting Bonus	65.20%
% of males getting Bonus	75.28%

Healthlinc Individual Care LTD

Workforce		Pay Quartiles	Women	Men
Female	57.95%	Lower	47.37%	52.63%
Male	42.05%	Lower Middle	48.68%	51.32%
Nursing	89.40%	Upper Middle	72.00%	28.00%
		Upper	64.00%	36.00%

Median Pay Gap	
All	Nursing
Women = Men 0%	Women = Men 0%

Mean Pay Gap	
All	Nursing
Women 5.47% Higher	Women 3.77% Higher

Median Bonus Gender Pay Gap	
Men 55.56% Higher	

Mean Bonus Gender Pay Gap	
Women 42.26% Higher	

% of females getting Bonus	60.00%
% of males getting Bonus	71.88%

Our statutory disclosures

St Georges Healthcare LTD

Workforce		Pay Quartiles	Women	Men
Female	56.76%	Lower	43.36%	56.64%
Male	43.24%	Lower Middle	51.33%	48.67%
Nursing	81.37%	Upper Middle	60.18%	39.82%
		Upper	72.32%	27.68%

Median Pay Gap	
All	Nursing
Women 4.44% Higher	Women 6.01% Higher

Mean Pay Gap	
All	Nursing
Men 2.98% Higher	Men 4.90% Higher

Median Bonus Gender Pay Gap	= 0%
Mean Bonus Gender Pay Gap	Women 68.99% Higher

% of females getting Bonus	64.84%
% of males getting Bonus	75.38%



Get in touch

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