



Gender pay gap report  
Medacs Healthcare | 2024

# Foreword

We welcome the opportunity to report on our gender pay gap figures each year, as it helps us assess the ongoing impact of our action plans and the effectiveness of our Gender Equality strategy by enabling us to monitor trends, identify patterns, and demonstrate progress.

The gender pay gap across Medacs Healthcare for mean pay and mean combined pay taking into account bonus have both improved from last years previous snap shot data.

Medacs Healthcare has a mean gender pay gap of 30.85%.

Medacs Healthcare has a median gender pay gap of -4.01% in favour of women, (reduced from last years 9.4%).

Due to the nature of our business, a large proportion of the people included on the date of the snapshot were temporary workers whose pay is fixed by our customers.

Amongst our salaried employees where pay is under our direct control, we're pleased to report that our median gender pay gap is 0%, which in part is due to our transparent career path and salary bandings. The mean pay gap for our salaried employees is a 6.13% compared to our overall figures.

We have explored the key factors and influences on our data within our report and whilst we have already improved the mean gender pay gap, we are committed to continue working with our customers to improve the gender balance for our candidates across all pay quartiles.

Gender Pay Gap reporting is just one component of our work underway to achieve gender equality. We continue to develop our Gender Equality strategy as a key pillar of our wider Equality, Diversity and Inclusion initiatives, ranging from evolving Talent Acquisition strategies, better data and reporting; to continued adoption of working models such as blended working.

Gender inequality is an issue that cannot be tackled by businesses alone and will require society as a whole to address the wider social and economic causes of gender imbalance. We continue to partner with external organisations such as the Employers Network for Equality and Inclusion to evaluate our Gender Equality strategy and the role we play in the wider effort of the UK to reduce the gender pay gap.

We look forward to reporting our progress next year.

**Claire Penketh**  
Managing Director  
Specialist Staffing

**Helen Kelly**  
Managing Director  
Workforce Solutions

**Mick Whitley**  
Chief Commercial Officer

I confirm the information and data reported is accurate as of the snapshot date 5 April 2024.

*Anna Montgomery*  
**Anna Montgomery**  
HR Director, RSS Global

# Understanding the gender pay gap

## Gender pay vs equal pay

A gender pay gap shows the difference in average pay across all of the men and women in an organisation, industry or country as a whole. It can be driven by the differing number of men and women across all roles. It is not the same as an equal pay comparison which looks at how much men and women are paid for carrying out the same role.

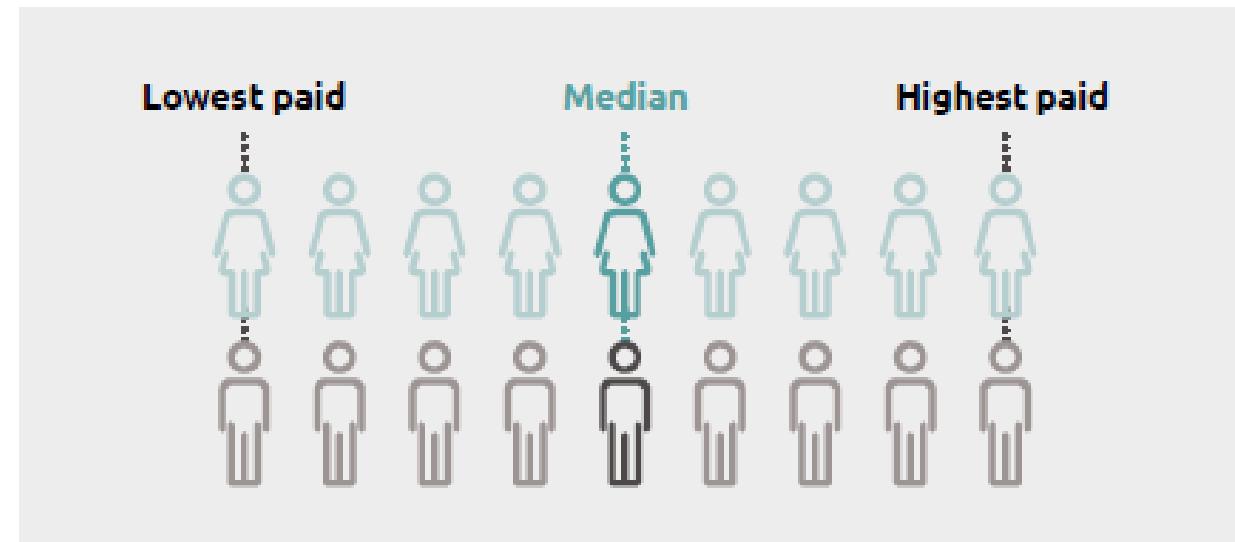
## How we calculated our numbers

Under the UK Government's Gender Pay Gap regulation, companies need to report their gender pay gap for all legal entities in Great Britain with more than 250 employees. RSS Global has provided reports for its legal entities in the UK that fulfil these criteria.

As required, we have provided data on all of our permanent and temporary employees. Given we are a staffing business, we have a very high number of temporary employees on our payrolls at any one time working in roles for our customers. This number fluctuates depending on requirements from our clients, and typically the rate of pay that our temporary workers receive is decided by our clients.

## Pay quartiles explained

A pay quartile is calculated by listing the hourly pay rates for everyone in the business then dividing them in to four equal sized groups. We then work out the percentage of men and women in each group.



## Median and mean gaps explained

The figure used most regularly is the **median gender pay gap**.

To help bring this to life, imagine all the women at Medacs Healthcare standing in one line, from lowest paid by hour to highest, and all the men doing the same in another line. The median gender pay gap is the percentage difference in hourly pay between the woman in the middle of the line and the man in the middle of the line. Hourly pay includes leave and any shift premiums, but not overtime.

The **mean gender pay gap** is the percentage difference in the average pay of men and women. This is calculated by adding up all the hourly pay rates for all the women in a business and dividing it by the number of women, then doing the same for the men and comparing the difference. The mean can be affected by different numbers of men and women in different roles. Therefore, we also report the number of men and women in different pay quartiles.

We also report the median and mean differences in bonus pay over a twelve-month period, and the percentage of men and women who received a bonus. A positive percentage shows a gap in favour of men; a negative percentage shows a gap in favour of women.

# Our figures for 2024

All UK employees, including temporary and permanent

**-4.01% 30.85%**

Median

Mean

Bonus pay difference between men and women

**33.45% 45.08%**

Median

Mean

Proportion of employees according to quartile bands

Quartile	Female	Male
Upper (highest paid)	66.84%	33.16%
Upper middle	82.99%	17.01%
Lower middle	67.53%	32.47%
Lower (lowest paid)	80.41%	19.59%

Percentage of males/females receiving a bonus payment

**13.59% 5.57%**

Female

Male

# What we are doing as a business

**We are committed to creating an inclusive and diverse business built on trust, and the following initiatives support our goals:**

## **We support a Diversity and Inclusion Network**

We actively promote, support and participate in Medacs own employee Diversity and Inclusion network, which educates, provides safe spaces for sharing and fosters an inclusive and diverse workplace by encouraging positive conversations that drive clear action.

## **We are building a culture of equity, diversity, inclusion and belonging**

We continue to invest in our people and recognise that it is them who make the difference in building trust, relationships and better futures for our clients, candidates and colleagues. Our focus on leadership and culture is central to our strategy, and our ongoing investment in our people aims to free them up from conventional thinking so they see new possibilities, enabling them to realise their full potential and to thrive, and giving them the skillset and confidence to positively influence our temporary workforces opportunities with clients.

## **We address unconscious bias**

We recognise the importance of addressing unconscious biases that may influence interactions within our workplace. All of our workforce have access to comprehensive training modules through our online learning platform. Our goal is to deepen self-awareness and mitigate unconscious biases, fostering more inclusive and equitable relationships with colleagues, clients, and candidates. We extend these training opportunities to our clients and supply chain where applicable, reinforcing our commitment to promote EDI within our sphere of influence.

## **We facilitate conversations around flexible working**

Embracing flexible working arrangements is integral to our commitment to supporting the diverse needs of our workforce. Utilising Coaching Culture, an innovative online coaching and development platform, our managers develop the necessary skills to facilitate transparent and constructive conversations with their teams regarding flexible work arrangements. By prioritising holistic conversations that consider individual needs, we are creating a more engaged and productive workforce where every employee can thrive and be their best selves.