

## ***gtd healthcare***

### **Gender Pay Report 2021**

GOTODOC Limited, part of *gtd healthcare*, is pleased to review and provide our pay figures as part of the gender pay reporting requirement for 2021. This figure relied on a 'snapshot date' of 5 April 2020.

In calculating our figures, the below was demonstrated:

- **Women's average (median) hourly rate is 2.7% higher than men's** in our organisation. This means for every £1 earned by males, females earn around £1.03.
- Our organisation is highly populated by female employees, with women holding the majority percentage in every one of our quartiles. **This includes the quartile of our highest paid employees, which is 79.82% female, compared to 20.18% male.**

Based on the above, we would like to highlight the following comments in relation to our findings.

#### **Equity of pay for comparable roles**

We ensure equity in our organisation's pay structure, with equivalent roles being aligned to equivalent pay bands based on the skill, knowledge and expertise required.

This means we can mitigate the potential to create a gender pay gap, by aligning salaries fairly and without reference to whether roles are traditionally male or female dominated. An example of how this most commonly occurs is in our roles for drivers, which are typically male dominated, and care co-ordinators, which are typically female dominated; however both are awarded equivalent pay due to the similar level of skill and expertise required.

#### **Recognising women in senior roles**

Our senior management positions are heavily populated by females. This includes 50% of the *gtd healthcare* board of directors, 60% of our executive directors, and 62% of our heads of service, alongside multiple other middle and junior management positions.



Women across our organisation are empowered to reach their career goals at whatever level that may be; however we recognise those with the ambition to move into management positions and we have seen multiple examples of individuals who have joined our organisation at junior levels, including receptionists and administrators, and progressed into management positions with development, support and training.

## Challenges

Although healthcare organisations are traditionally female dominated in many roles, and our organisation follows this trend, there are still challenges for the sector and for *gtd healthcare*.

In particular, we know that some of the highest paid positions in healthcare are for doctors/GPs. This is a role which typically attracts and is populated by more males than females, and therefore this can have a negative impact on our gender pay gap.

Whilst we follow a fair and consistent recruitment process in all of our roles, we are committed to ensuring that women have equity of access to these highest paid positions.