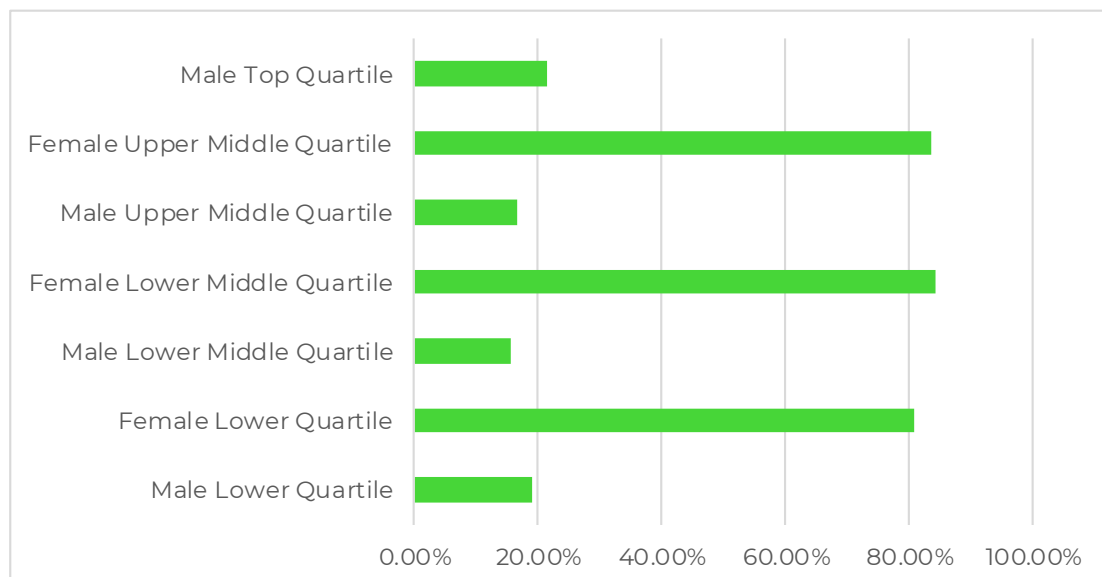


## gtd healthcare

### Gender Pay Report 2022

GOTODOC Limited, part of *gtd healthcare*, provided the gender pay reporting figures ahead of the 5 April 2022 reporting date. This figure relied on a 'snapshot date' of 5 April 2021.

Our data shows that our organisation follows the trend, as in broader healthcare organisations, of being a workforce of mainly female employees. This shows in the male to female split across our quartiles, as below:



When looking at our data this year, we have found that women's average (median) hourly pay is 5.3% lower than men's. This means that for every £1 that men earn, women earn around 95p. This is a decrease from our reporting figures in the previous year (2021), where for every £1 men earned, women earned around £1.03.

We believe that the largest contributing factor to this is the fact that our salaried GP workforce has increased. This workforce accounts for the majority of the highest paid employees in our organisation. In 2021, the gender split in this role is weighted towards males, with 56% of this role being populated by males. This has changed since the previous year, in which the split was weighted towards females (52%). It is likely that this has impacted on our gender pay gap.



As a result, we are prioritising ensuring that we are working more closely to understand what females are looking for in these type of roles, and including the option for more flexible working opportunities for women in higher paid roles within the organisation.

We know that women typically take more responsibility in the home, for example in caring for dependents, and therefore inability to work flexibly including with working hours, or location of work, can indirectly affect the number of females in a given role. We are working to advertise our flexibility in roles across the organisation and work with current and prospective staff on this topic. In particular, for roles such as our salaried GPs where we do see more males in these positions.