

Ramsay Health Care Operations UK Gender Pay Report 2024

Ramsay's Commitment to Promoting Equality the Ramsay Way

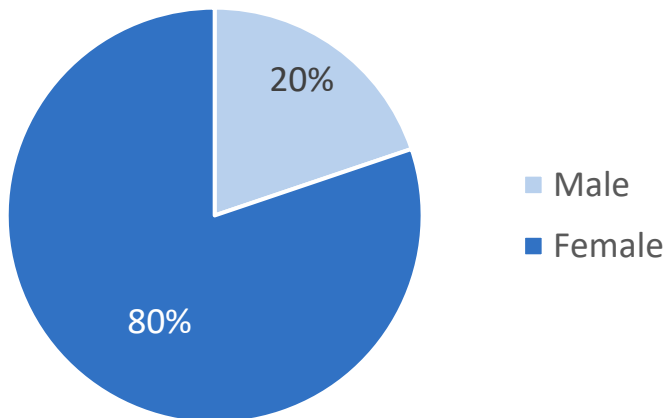
Ramsay Health Care UK recognises the importance and benefits of promoting equality throughout the workforce, and is committed to raising the profile of equality in the business. Our core values, The Ramsay Way, established 60 years ago by our founder Paul Ramsay, guide the way we behave and ensure we do the right thing. In 2024, we continued to have strong female representation across our business with females comprising 80% of our workforce.

Gender Pay Reporting

This report aims to share the Ramsay Health Care Operations Ltd UK Gender Pay Report and provide further context to demonstrate our commitment to equality. On the snapshot date of 5th April 2024, Ramsay had approximately 7097 staff, 80% female and 20% male.

This gender profile reflects trends in the healthcare sector and impacts our overall gender pay gap.

Overall Headcount



What is Gender Pay?

The gender pay report shows the differences between female and male earnings in an organisation. The median shows the mid-point figure and is calculated by sorting hourly rates from lowest to highest and identifying the middle value. The median indicates a more typical value as high or low salaries do not distort it. The mean is an average calculated by adding the sum of all salaries and dividing it by the total number of employees. Gender pay differs from equal pay; equal pay legislation addresses pay differences between men and women doing the same or a similar job or work of equal value (e.g., in terms of skills or responsibility).

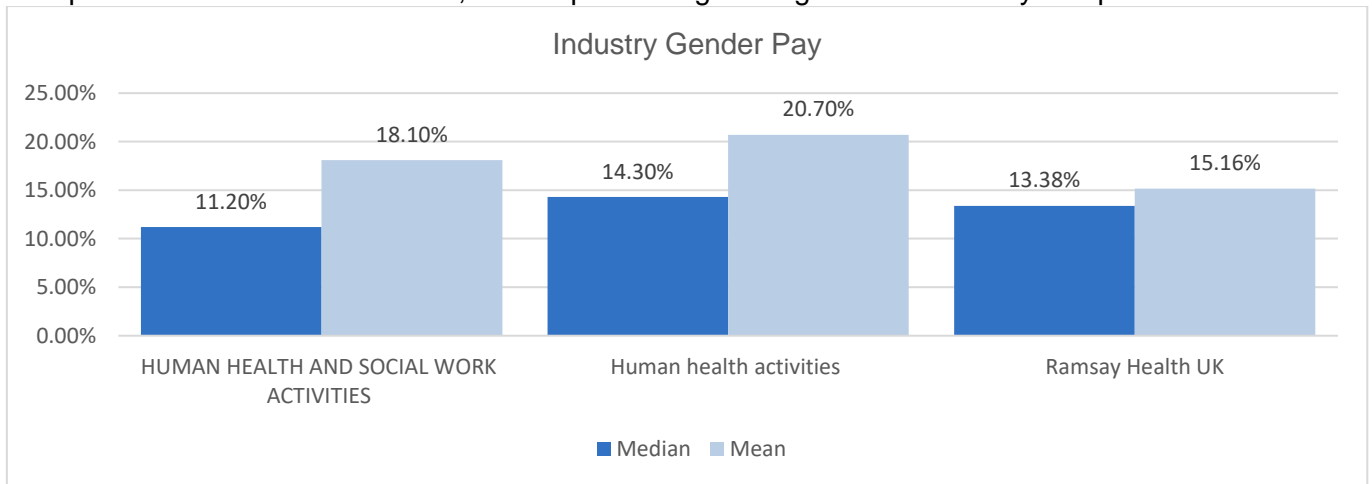
Our Numbers

1. Gender Pay Gap

	Median	Mean
Pay Gap 2024	13.38%	15.16%
Pay Gap 2023	12.80%	16.20%
Pay Gap 2022	13.22%	17.03%
Pay Gap 2021	8.09%	14.13%
Pay Gap 2020	7.45%	13.57%
Pay Gap 2019	8.24%	16.97%
Pay Gap 2018	7.90%	16.90%

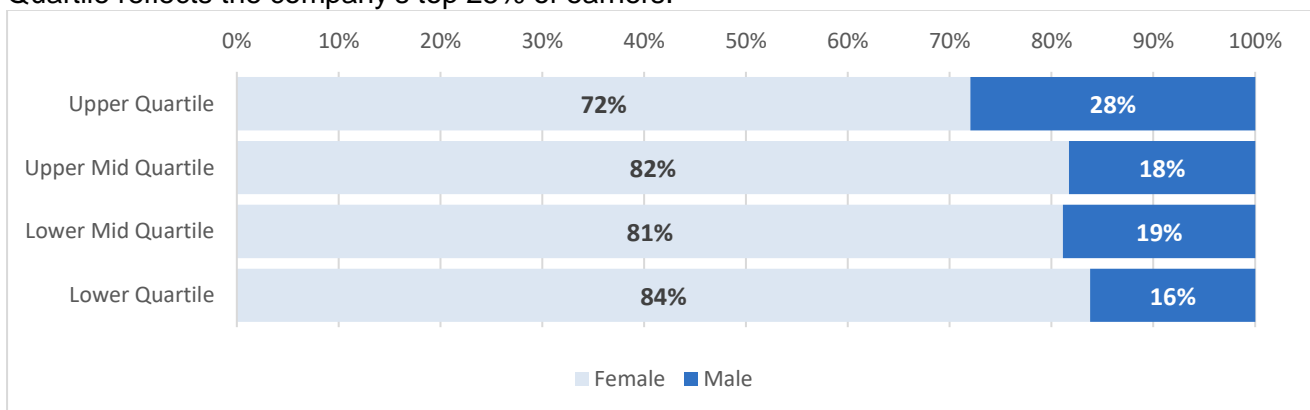
Our gender pay gap is still lower than the reported industry data from the Office of National Statistics for Human Health Activities. Our Mean gender pay gap has reduced this year, which is reflected in changes in female representation in the Upper Quartile pay banding.

Compared to ONS's available data, we are performing well against our industry comparators.



2. Pay Quartiles

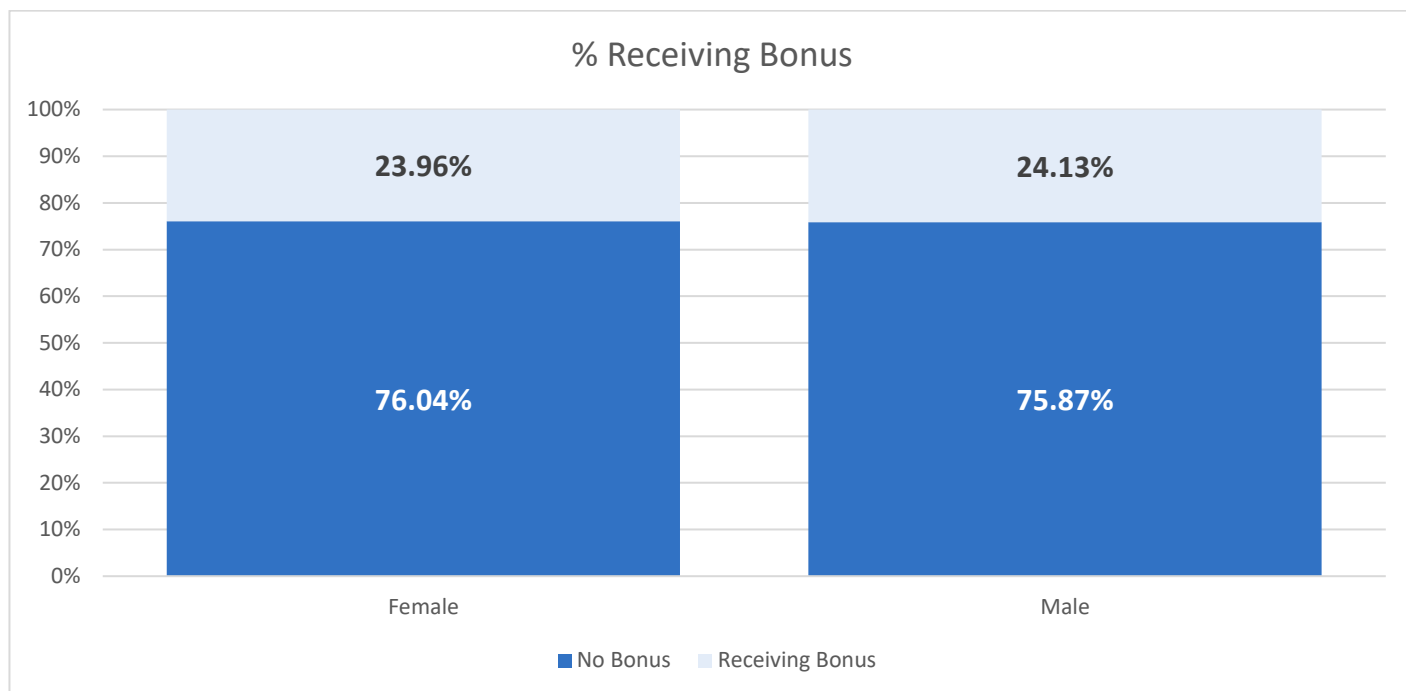
We can place male and female employees into quartiles according to their pay. For example, the Upper Quartile reflects the company's top 25% of earners.



Our quartile figures are changing and we have continued to see an increase in the number of females in the Upper Quartile year on year. We have seen a small change in the Lower Quartile moving from 82.4% female in 2023 to 84% and this reflects the small increase in the Median pay gap numbers.

3. Proportion of males and females receiving a bonus

The chart below shows that we have parity on the % of Males and Females receiving a bonus payment in the reporting year.



4. Difference between male and female bonuses

The information below shows the median and mean bonus pay gap between men and women receiving a bonus in the relevant periods.

	Median	Mean
Bonus Gap 2024	0%	54.35%
Bonus Gap 2023	0%	48.9%
Bonus Gap 2022	23%	55%
Bonus Gap 2021	50%	4.23%
Bonus Gap 2020	51.5%	54.9%
Bonus Gap 2019	43.49%	65.3%

The bonus calculation includes all annual bonus payments as well as our monetary awards for long service, joiner bonuses, extraordinary payments and recognition vouchers.

The median continues to have a 0% gap for bonus, and the mean has remained stable and comparable with the 2022 reported numbers.

We have good levels of female representation in senior management and executive roles within the organisation; however, our mean gap is driven by a small group of male employees who are in roles that receive a higher bonus.

Our Response

Ramsay Health Care UK is committed to promoting Diversity and Inclusion, ensuring this is represented through its employees.

The People Leadership Team continue to focus on the strategy to drive positive change in the areas of Recruitment, Academy, Culture, People Operations and Reward.

Each area of the People Strategy outlines specific initiatives that support our ambition to reduce the gender pay gap even further.

Recruitment

We actively work to ensure that our recruitment processes are fair and unbiased, striving to eliminate any gender pay gaps with Ramsay Healthcare UK.

Our Recruitment processes are designed to be transparent and free from bias, ensuring all candidates have equal opportunity to succeed. All hiring managers completed Equality, Diversity and Human Rights training to ensure they are aware of diversity and unconscious bias.

Ramsay Academy

Following the launch of our “Development for Everyone” campaign in 2023, we have continued to see increased numbers of employees accessing non mandatory training. We have also focused on developing a “self service” for a host of bite sized programmes to support all colleagues in upskilling themselves in areas such as having challenging conversations; managing expectations; timekeeping and many more.

During 2023 and 2024, the Academy developed a new internal SharePoint site where all development opportunities are promoted and information on what is available and how to access is clearly captured.

We have continued to gather feedback from all learning interventions and our leadership programmes to better understand the experience of our colleagues and ensure that we make adaptations based on this feedback.

During 2024, based on internal feedback, we made significant updates to our “Managing our People” programme and also our “Leading with Influence” programme.

Our annual engagement survey introduced further inclusion and belonging questions to better evidence the experiences and perspectives of colleagues and informed our UK wide and local action plans.

The Ramsay Coaching Academy has been very well attended since launch in late 2023 and so increased cohorts were offered during 2024.

Culture

Our People Resource Groups (PRG's) increased to include two new groups, “Armed Forces” and “Social Mobility”. Both groups are an opportunity for colleagues to share back ideas, suggestions and feedback around working in Ramsay and ensuring we continue to challenge our approach to be an inclusive employer.

The Social Impact PRG has a purpose of: ‘Contributing to social impact within Ramsay opening up doors for people of all backgrounds’. The group is particularly focused on how we ensure we have an equal opportunity for all staff groups regardless of soci-economic status and education level and are partnered with the Purpose Coalition on this. We know there is a difference between the number of men vs women who attend university and college and therefore, this group is focused on other routes into work and opportunities for all.

People Operations

We continue to review our policies to offer employees flexibility and ensure our organisation is accommodating to talented people, regardless of gender.

The revised family leave policy was launched in 2022, which included enhanced pay for maternity, paternity and adoption leave and introduced up to four weeks neonatal leave and paid leave in the event of

miscarriage/baby loss for both parents.

Reward

Our Pay Governance policy has recently been updated to ensure that decisions around pay are consistent and fair. We undertake frequent internal and external salary benchmarking to develop ranges to be used as a guide in recruitment and also in our annual pay review process to ensure that our employees are paid fairly for the work they do, regardless of gender.

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.

A handwritten signature in black ink, appearing to read 'Nick Costa', is positioned above the printed name.

Nick Costa, Chief Executive Officer