

E-zec Medical Transport Services Ltd



2019 Gender Pay Gap Report

April 2020

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E-zec Medical Transport service is a family run company focussed on delivering high quality, safe, effective ambulance transportation for patients to and from a healthcare setting. The company was set up in 1998 to support public and private sector customers.

Today, we are now one of the longest established and largest independent ambulance providers, being one of only a few that operates solely and exclusively in the patient transport sector.

At E-zec our people are our greatest asset and they are passionate about the patient care we deliver. We are committed to being a fair, inclusive and diverse employer, who offers a safe, positive and nurturing work environment, where employees of all backgrounds are treated equally.

Although the majority of our employees are transferred through TUPE, we remain committed to continuing to closely monitoring and driving gender balance in all our activities.



Andy Wickenden – Managing Director

Our Numbers at a Glance

The Gender Pay Gap highlights the differences in pay between the women and men employed by an organisation.

The Mean Pay Gap shows the difference in the average hourly pay for women compared to men within our organisation. Median Pay Gap is the difference between the hourly pay rate for the middle woman compared to the hourly rate of the middle man.

Our Gender Pay Gap figures are based on hourly pay rates in April 2019 as per the government regulations.

The table below shows our mean and median hourly gender pay gap and bonus gap at the snapshot date (5 April 2019) and in the 12 months reference period (bonus).

Pay and Bonus Gap



Mean hourly pay gap	1.28%
Median hourly pay gap	6.77% higher for women
Mean bonus pay gap	92.07%
Median bonus pay gap	12.50%
% receiving a bonus	F 4.69% M 1.56%

Our median hourly pay for women is 6.77% higher for women than men.

The analysis of the data behind our mean pay gap of 1.28% shows us that the small gap can mainly be attributed to minor differences in pay between TUPE transferred employees and employees directly recruited into E-zec.

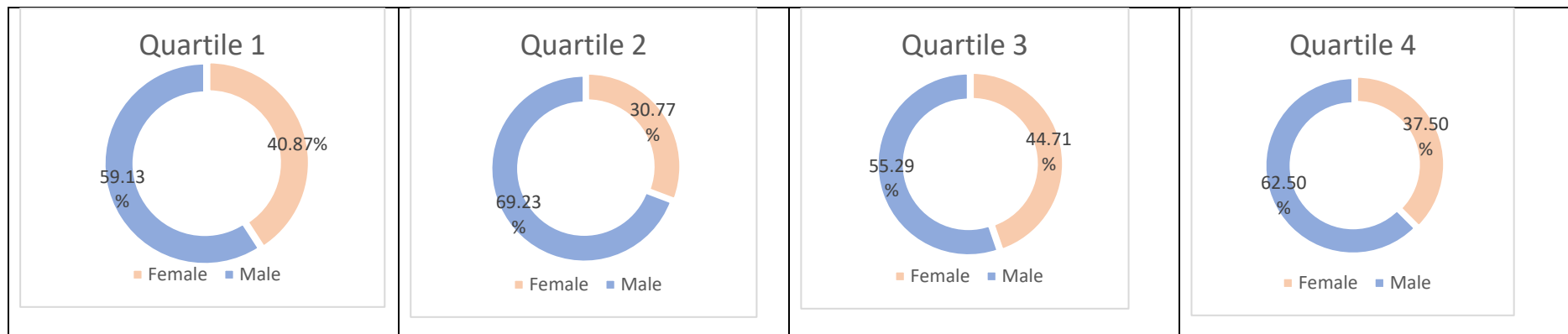
Our mean bonus is 92.07% higher for men than for women. Our median bonus is 12.5% higher for men than for women (5 April 2018 - 60%). Our figures are heavily skewed due to the tier system of bonuses currently in operation, resulting in the large mean and median bonus for men. However, the number of females receiving a bonus is three times more than the males.

Overall more bonuses were paid in the year to April 19 with a total of 4.69 % of our female employee population receiving a bonus during the reporting period, compared to 1.56% of our male employee population. An increase from April 2018 (F 3.10% M 2.59%).

The difference in the mean and median bonus information can mainly be attributed to the still relatively small percentage of employees receiving a bonus and different tiers of bonus.

Pay Quartiles

The below graphs illustrate the proportion of men and women in each pay quartile.



Our Actions

Employment at E-zec is largely driven by acquisitions however we are committed to continuing to closely monitoring and driving gender balance when recruiting new employees and promoting existing staff.