

E-zec Medical Transport Services Ltd, 2021-2022 Gender Pay Gap Report



E-zec Medical Transport Services are a thriving team who have been committed to delivering high quality healthcare services across local communities since 1998. Providing safe and effective ambulance transportation for patients to and from a healthcare setting with their core values being at the heart of everything they deliver ie **'One Team, Committed to Care, People First, Pride in Service, We Listen, We Learn, We Adapt'**.

E-zec are the largest independent provider of non emergency patient transport (NEPTS) to the NHS, specialist high dependency teams for critical inter-hospital and neo-natal transfers, bariatric ambulance services, supporting emergency services and planned healthcare visits nationwide and specialist transport and healthcare support services to the public and private sector and are truly passionate about their greatest asset ie their **colleagues** and are actively developing career path opportunities through formal learning and apprenticeship programmes, increased engagement that demonstrates diversity, equity and inclusion and essentially delivering values that really do put our **people first**.



Justine Vaughan, Chief People Officer

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 2021 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 2021) and in the 12 months reference period (bonus).

Pay and Bonus Gap



Mean hourly pay gap	2.44%
Median hourly pay gap	1.35% higher for women
Mean bonus pay gap	79.82.%
Median bonus pay gap	0%
% receiving a bonus	F 3.47% M 3.44%

Our median hourly pay for women is 1.35% higher for women than men.

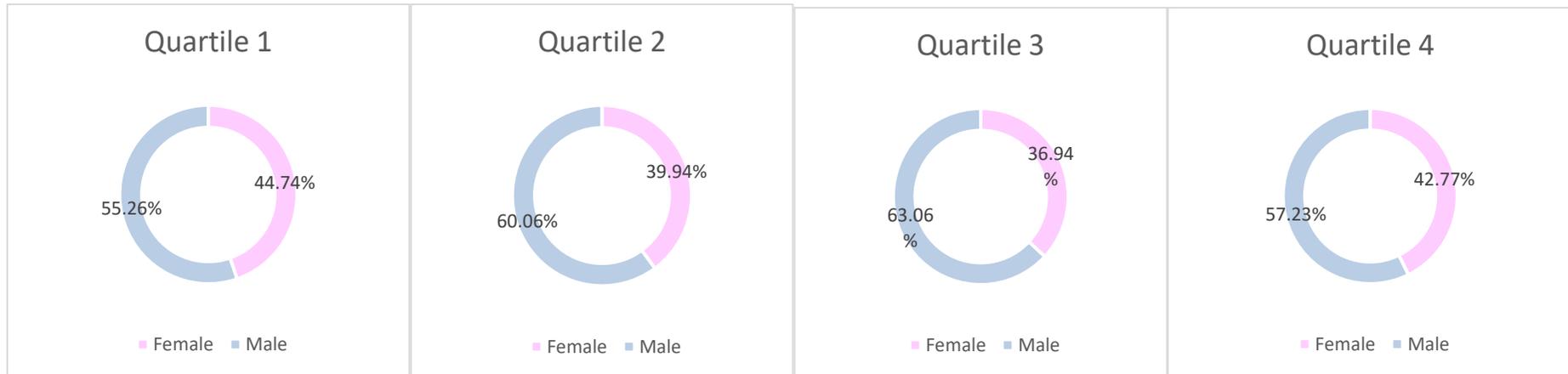
The analysis of the data behind our mean pay gap of 2.44% shows us that the small gap can mainly be attributed to minor differences in pay between TUPE transferred employees and employees directly recruited into E-zec.

Our mean bonus is 79.82% higher for men than for women. Our median bonus is the same for men and women (5 April 2020 – 60%). Our payroll is skewed due to the tier system of bonuses currently in operation, resulting in the large mean for men. The number of bonuses received by men and women as a % of the total number of male and female employees was similar at 3.44% and 3.47% respectively.

The difference in the mean and median bonus information can mainly be attributed to the still relatively small percentage of colleagues 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 contract acquisitions however we are committed to continuing to closely monitoring and driving gender balance when recruiting new colleagues or promoting our existing workforce.