



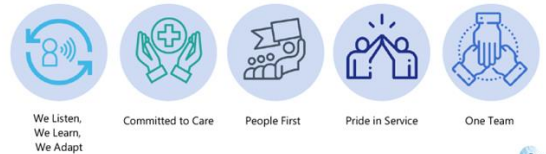
E-zec Medical Transport Services Ltd Gender Pay Report for 2022

Introduction

E-zec Medical transport Services Ltd (E-zec) established in 1998, are a thriving team who continually demonstrate their commitment to delivering high quality healthcare that exceeds patient excellence in our local communities. E-zec are the largest independent provider of non-emergency transport services (NEPTS) to the NHS, who also:

- Specialise in high dependency teams for critical inter-hospital and neo-natal transfers.
- Bariatric ambulance services, supporting emergency services and planned healthcare visits nationwide.
- Provide specialist transport and healthcare support services to the public and private sector.
- Delivery of specialist services that provide transport for special needs and secure patient care.

E-zec are truly passionate about their values which are all a key thread throughout the organisational strategy and within all internal and external policies and procedures.



E-zec medical

One of our core values is **'people first'** and E-zec recognise that their colleagues are the organisation's greatest asset. E-zec continue to:

- Actively develop career pathway opportunities that provide skills and career progression opportunities through formal learning and apprenticeship programmes.
- Focus on colleague engagement and wellbeing by providing colleagues a voice through annual feedback and engagement surveys, regular pulse surveys and through other channels that we manage within our local base locations.
- Focus on equality, diversity and inclusion by building relationships with social value partners who can help to promote internal career opportunities to vulnerable people within our local communities.

E-zec are committed to becoming an employer of choice and in doing so actively seek ways to enhance the working environment to ensure all colleagues are treated equally and feel they are empowered to live our values on a daily basis, whilst also having visibility of their personal contribution is important to the overall success of the organisation.

The purpose of this report is to provide a breakdown of the gender pay gap for E-zec Medical Transport Services Ltd for 2022, and we confirm that the information included in this report is an accurate reflection of our strategy and pay gap analysis.





Justine Vaughan
Chief People Officer
E-zec Medical Transport Services Limited

Gender Pay Gap – Our Numbers at a Glance

This gender pay gap report highlights the difference between the average (mean or median) earnings of men and women across our workforce.

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

E-zec's gender pay gap figures explained in this report are calculated in line with the Government regulations and show both the mean and median pay gap:

- based on hourly rates of pay at 5th April 2022 and bonuses paid in the 12 month reference period to 5th April 2022

Pay and Bonus Gap

	2022		2021 (for comparison purposes)	
Mean hourly pay gap	4.62%		2.44%	
Median hourly pay gap	0.00%		1.35% higher for women	
Mean bonus pay gap	87.87%		79.82%	
Median bonus pay gap	0%		0%	
% receiving a bonus	F 10.77%	M 8.28%	F 3.47%	M 3.44%

Our gender pay gap between male and female colleagues is 4.62% mean and 0.00% median. These numbers are lower than the national average pay gap which is reported by the Office for National Statistics as 15.4% in 2021.

Having further analysed our data, our mean pay gap of 4.62% can mainly be attributed to minor differences in pay rates between TUPE transferred colleagues and colleagues recruited directly into E-zec.



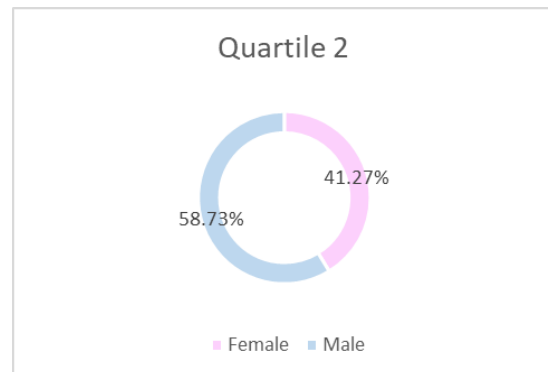
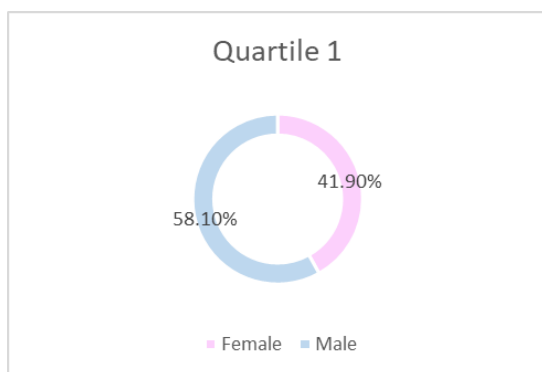
The mean bonus is 87.87% higher for males than females, although the median bonus is the same for both males and females. The number of bonuses received by colleagues as a % of the total number of colleagues shows that a larger percentage of females (10.77%) received a bonus than males (8.28%).

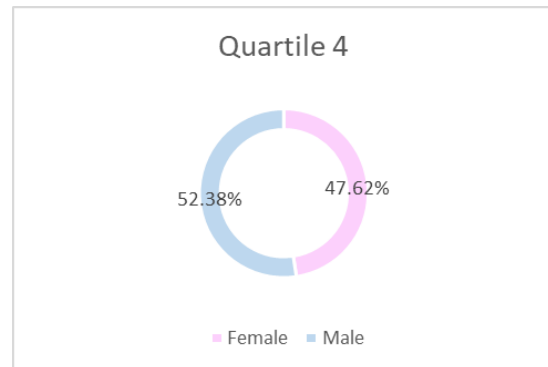
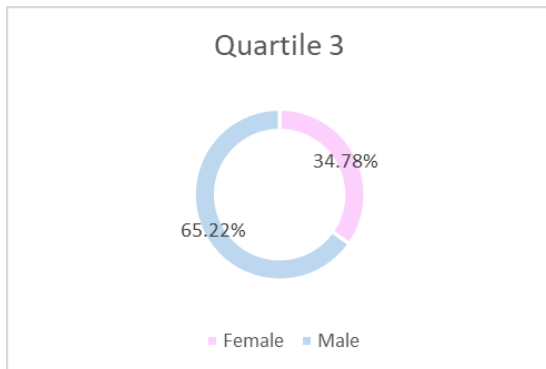
During the reporting period for the gender pay gap report, the business has changed ownership and a new executive and senior leadership team has been appointed. Bonuses are paid based on non-contractual arrangements and are generally paid to senior leadership team members, with some bonuses linked to commission for specific roles. The number of colleagues in receipt of a bonus during the reporting period, compared to the previous period has more than doubled and the changes from an executive and senior leadership team perspective has contributed to this as the business prepares itself to deliver its future growth strategy. Additionally, the significant difference in the mean and median bonus information can be attributed to the fact that there is still a relatively small percentage of colleagues who are eligible to receive a bonus and the varying tiers of bonus.

Pay Quartiles

The following graphs illustrate the proportion of male and female colleagues in each pay quartile. Quartile 1 is the lowest paid roles and quartile 4 are the highest paid roles.

The lower paid quartiles include roles such as Ambulance Care Assistants, Patient Transport Liaison Officers and Planners / Controllers. The higher paid quartiles include roles such as Operational Management, Senior Leadership & Executive Leadership roles.





These graphs highlight that 47.62% of our highest paid roles are held by females. This is a factor in our gender pay gap that is shared in many UK organisations, in that there is a higher proportion of males in more senior, higher paid roles within E-zec.

Our Actions

E-zec remain committed to addressing diversity across the business and recognise that pay rates are largely driven by contract TUPE transfers and rates of pay agreed in commercial contracts. E-zec will however continue to closely monitor and drive gender balance when recruiting new colleagues or consider promotion of existing colleagues.

The business also continues to identify ways to attract a more diverse talent to join the business, for example through exploring relationships with our social value partners to support recruiting colleagues from diverse backgrounds. This focus will also continue in the development of managers through training and education of the importance of our EDI (Equality, Diversity and Inclusion) strategy.

The business will also continue its journey of increasing flexibility for colleagues through alternative working hours arrangements to support all areas of local communities in being able to be considered for roles at E-zec which we are currently demonstrating through offering term time working opportunities in some areas of the business.

Finally, E-zec will continue to live by its values and embed our values into everyday life, ensuring that we create a culture which fosters diversity and inclusion.

