

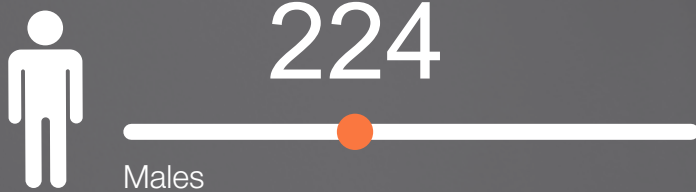
# Gender Pay Report 2020

**CEGA Group Services Limited is a niche provider of emergency medical and claims services.**

It operates a merit-based approach to pay and supports the fair treatment of staff irrespective of gender. Pay in customer-facing roles is set out in pay-bands.

The gap in pay between males and females at CEGA does not arise from any gender-based differentials, but from different experience levels within roles, and the fact that men and women undertake different roles.

**On 5 April 2019  
(the reporting date)  
CEGA employed 577 staff:**



## The following charts depict CEGA's pay quartiles by gender.

The proportion of male and female staff in each quartile shows little change since the previous report. In each of the quartiles there are more female part time staff than male, with the exception of the upper middle quartile in which there are more male part timers than female.

Proportion of male and female staff in each pay quartile.



## The mean and median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay earned by men and women.

This is calculated by taking all the hourly rates of pay earned by our staff on the reporting date, adding them together and dividing the total by the number of employees.

The median gender pay gap is the difference in mid-points of the ranges of hourly rates of pay when these are arranged from lowest to highest so that the middle pay value can be compared.

	Mean	Median
<b>Pay gap</b>	<b>14%</b>	<b>1.5%</b>

## The mean and median bonus pay gap

The mean bonus pay gap is the difference in average bonus pay received by male and female employees.

The median bonus pay gap shows the difference in the mid-point of the ranges of the bonuses paid to male and female employees.

The 2019 mean bonus gap has increased by 22%. This is accounted for by the inclusion of senior male employees in the upper quartile who by virtue of the company structure we were unable to count in the previous report.

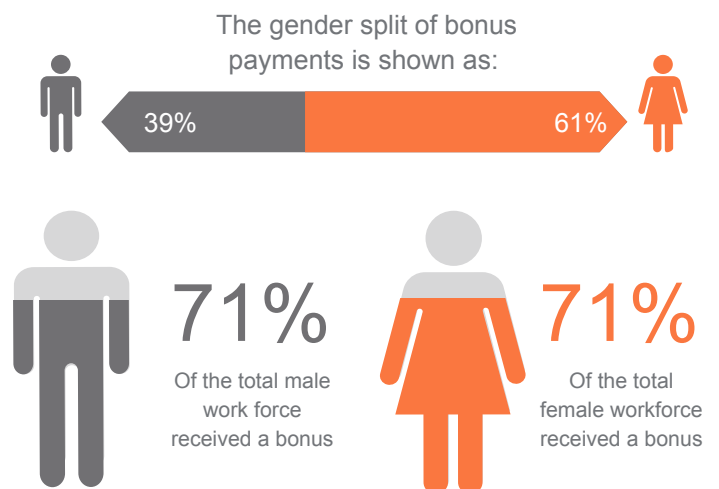
	Mean	Median
<b>Bonus gap</b>	<b>63%</b>	<b>5%</b>



## Why do we have a gender pay gap and bonus pay gap at CEGA?

- CEGA has a gender pay gap because the majority of front-line customer facing roles occur in the lower and lower middle pay quartiles. The majority of staff in these roles are female.
- Our specialist and senior roles which attract higher rates of pay are, in the main, occupied by male employees. However since the previous report we have further improved the ratio of female to male in this category and at time of reporting 43% of senior managers are female.
- The median bonus gap has improved by 6%. We believe that this is because the female median bonus value has improved since 2018 whilst the male median bonus value since 2018 has decreased.
- The majority of part-time staff in CEGA are female.
- Where we have paid bonuses to part-time female staff these have been pro-rated to reflect their part-time hours. However, the bonus pay gap calculation does not take into account the fact that colleagues may be working part-time. At the time of reporting 17% of employees in CEGA are part-time.

## In the reporting period, 409 staff were eligible to receive a bonus.



# What CEGA is doing to manage its pay gap

**CEGA continues to be committed to attracting, developing and retaining talent. Therefore fair pay and recognition, diversity and equal opportunities are important aspects of working life which we will sustain.**

## Attracting and selecting talent

- Between April 2018 and March 2019 we have made employment offers to 148 females and 96 male applicants.
- All our recruitment advertising continues to be regularly monitored for gender neutrality and in 2019 we began a programme of Bias training for Managers.

## Retaining our talent

- CEGA will continue to operate a transparent annual bonus system central to which is the achievement of objectives through which performance is measured irrespective of gender. In addition to this we will continue to ensure that our pay-for-performance systems are merit-based.
- We will continue to support part-time or compressed hours for any member of staff who needs to balance work and home responsibilities, irrespective of gender, and we will continue this stance even if it contributes in part to a bonus gap. We will also continue to support flexible working practices, including home working. At the time of this report, CEGA has 30 female homeworkers and 6 male homeworkers. The ability to work at home is dependent on the employee's role and is not driven by gender. In this reporting period the percentage of male part-time employees in the upper middle quartile is 38% versus 29% female.
- CEGA will continue to value equality of opportunity by applying gender neutral criteria when assessing staff for promotion. In the last reporting period, 17 females were awarded promotion versus 18 males.

## Developing our talent

- All managers hold regular 1:1s with team members with an emphasis on high performance and career development, regardless of gender.
- We develop all our managers regardless of gender. From April 2018 to March 2019, 134 male and 170 females attended formal management development courses.
- During the period 2018-2019 we continued our commitment to diversity and inclusion by creating a women's programme sponsored by senior business leaders and introduced a high potentials programme, targeting female employees in the first tranche.



## Summary

**CEGA is committed to a diverse workforce governed by lawful pay that rewards on merit and does not make distinctions between males and females on the basis of gender. Any further initiatives launched throughout the year will be communicated to staff at the appropriate time.**

I, Alistair Hardie, Chief Executive, confirm that the information in this statement is accurate.

Date

Signed

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