

People data and scorecard 2022

Ramsay Santé			Ramsay Sime Darby						Ramsay UK						Ramsay Australia			Ramsay Health Care							
Number of employees ²	France			Nordics ¹			Malaysia			Indonesia			Ramsay UK (acute)			Elysium (mental health)			Australia			Group			
	Permanent			Permanent			Permanent			Permanent			Permanent			Permanent			Permanent			Permanent			
	FT	PT	C	FT	PT	C	FT	PT	C	FT	PT	C	FT	PT	C	FT	PT	C	FT	PT	C	FT	PT	C	Total
Male	3,695	461	663	1,304	401	340	542	-	19	423	3	-	1,004	136	369	1,678	260	712	2,028	2,138	2,313	10,674	3,399	4,416	18,476
Female	15,291	3,659	1,967	4,595	2,690	555	2,102	-	64	1,341	-	-	3,311	1,447	1,556	2,935	1,055	1,157	4,821	14,732	7,566	34,396	23,583	12,865	70,835
Total^{7,8}	18,986	4,120	2,630	5,899	3,091	895	2,644	-	83	1,764	3	-	4,315	1,583	1,925	4,613	1,315	1,869	6,850	16,872	9,885	45,072	26,986	17,293	89,351
Employees covered by collective bargaining agreements																									
Total (%)	100			92			NA			100			NA			1			89						
Number of new employee hired by age group²																									
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	
Male	226	205	61	44	173	161	88	70	7	18	11	2	138	185	106	104	257	84	688	839	229	1,306	1,740	650	
Female	1,196	971	210	270	757	274	318	264	14	90	20	0	430	698	467	363	460	143	2,520	2,823	854	5,187	5,993	1,962	
Total⁸	1,422	1,176	271	314	930	435	406	334	21	108	31	2	568	883	573	467	717	227	3,212	3,667	1,083	6,497	7,738	2,612	
Employee turnover³																									
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Total (%)	15.2	15	17.8	9.5	7.8	10.5	14.6	19.5	27.8	7.2	10.7	6.6	14.7	19.7	22.7 ⁴	27.7	10.1	10.3	14.0	10.1	10.3	14.0	10.1	10.3	14.0
Workplace safety⁵																									
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Number of workplace fatalities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Number of workplace injuries that result in lost time (LTI)	1,207	501	856	-	-	-	4	3	7	-	6	6	18	35	17	-	-	-	63	65	66	-	-	-	
Rate of lost time due to workplace injury (LTIFR)	21.90	18.74	23.28	-	-	-	0.63	2.20	2.42 ⁶	-	1.55	1.47 ⁶	3.08	4.53	2.06	-	-	-	1.77	1.76	1.79	-	-	-	
Absenteeism rate (%)	15.7	15.2	13.9	6.3	6.3 ⁷	6.4	2.3	2.4	3.2	4.6	7.3	2.9	14.3	9.8	6.0	5.7	4.9	5.1	6.4	4.9	5.1	6.4	4.9	5.1	6.4
Diversity⁸																									
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Board (Non-executive)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	7	
Group executive ⁹	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	3	10	
Senior leadership ¹⁰	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	37	31	68	
Regional executive	6	3	9	2	1	3	4	6	10	2	1	3	4	3	7	4	3	7	4	5	9	30	28	58	
Facility CEOs	56	59	115	17	10	27	1	2	3	1	2	3	10	20	30	19	42	61	17	24	41	122	159	281	
Managers ¹¹	797	1,634	2,431	43	127	170	25	44	69	8	15	22	183	474	657	213	381	594	317	890	1,207	1,586	3,566	5,152	
All other employees ⁸	3,959	19,221	23,180	1,983	7,702	9,685	530	2,114	2,644	415	1,323	1,738	1,311	5,817	7,128	2,414	4,720	7,134	6,141	26,199	32,340	16,753	67,113	83,866	

1 Nordic data includes Sweden, Norway and Denmark.

2 FT = permanent full-time, PT = permanent part-time, C = casual or temporary or bank. Excludes agency labour.

3 Percentage turnover is calculated to include all permanent employees who left Ramsay.

4 Ramsay UK has gone through a HR system change; as a result, termination reasons were not consistently carried forward into the new system for part of the year and thus the reported turnover figure includes terminations and transfers. This is not consistent with other regions.

5 Safety figures generally include casual and outsourced staff.

6 LTIFR hours worked only include RSDH staff, however LTI figures include outsourced.

7 Excludes Denmark, Sweden (6.5%) and Norway (5.3%).

8 Totals may differ where individuals have not identified as male/female.

9 Group executive includes the MD & CEO, Group Chief People Officer, Group Chief Financial Officer, Group Chief Medical Officer, Group Chief Growth Officer and the regional CEOs.

10 Senior leadership is the Group executive and Regional CEO direct reports.

11 Australian figures based on the 2022 WGEA Report (using 2021 data).

NOTE: Ramsay Health Care's businesses operate in a diverse mix of local business environments. As such, the scorecard results reflect a wide range of region-specific, internal and external influences. While efforts have been made to compile data across regions on a consistent basis, there may be differences. The table does not include data relating to facilities in Italy or Hong Kong. The figures in the People Scorecard for Ramsay Australia, Ramsay UK, Elysium Healthcare and Ramsay Sime Darby are subject to limited assurance, see page 46 for details.