

Gender pay

At Optum Health Solutions (UK) Ltd. (“Optum”) our mission is to help people live healthier lives and to help make the health system work better for everyone.



We are committed to maintaining and shaping a high-performing, diverse and inclusive workforce, encompassing our core values including a commitment to understanding the perspective of the people we serve and those we work with. We strive to improve hiring, development, engagement and retention of our talent and believe fair and equitable compensation practices – including providing equal pay for equal work – within a pay-for-performance framework is core to achieving our mission.

Optum® is a leading health services business delivering care aided by technology and data, empowering people, partners and providers with the guidance and tools they need to achieve better health. Optum has been involved in the UK health care arena since 2002. Under the UK government’s regulations, all employers in the UK with more than 250 employees need to publish calculations every year showing their organisation’s pay for men and women. Below are our findings, and we confirm that the data reported is accurate.



John Williams

John Williams
Chief People Officer

What are we reporting?

This report shows the gap in men’s and women’s average hourly pay as well as bonus compensation across our organisation, expressed as percentages and reported as both mean (average) and median (midpoint) figures. It is important to note the hourly pay and bonus compensation figures do not measure whether men and women receive comparable pay for comparable work. We do an enterprise analysis each year and can report that Optum is compensating everyone, regardless of gender, comparably for comparable work. We do an enterprise analysis each year and can report that females in the UK earn equal pay for equal work when performing similar work compared to their male counterparts.

Pay and Gap Bonus

	Mean	Median
Hourly pay	16%	22%
Bonus	64%	53%

Proportion of Employees Receiving a Bonus



Our results

The tables show gender pay comparisons and bonus pay comparisons for Optum for the reporting period April 2022 to April 2023 calculated in accordance with the UK government’s regulations. Optum regularly reviews pay to ensure women and men are paid comparably for comparable work.

Since we first reported GPG in 2017 we have seen a long-term trend of a decrease in our pay gap, and year-on-year we decreased our media gender pay gap from 25% in 2022 to 22% in 2023.

Optum continues to see a high and nearly equitable level of men and women receiving bonuses but this year our median bonus gap grew to 53% due to a few one-time events that have skewed the results.

Due to the size of our reporting organisation (258 individuals), small changes in the data can create variability and volatility in our results year on year. Our results are driven by two key factors, workforce composition both in terms of role type and seniority with more men in senior higher paid roles and more women in lower paid roles.

Optum's approach to diversity, equity and inclusion

At Optum, we believe the extraordinary happens when we value, include, and learn from diverse perspectives and backgrounds, which includes gender. We are committed to building an innovative culture where every team member is empowered to do their best work, where our diversity fuels strong performance and generates more creative solutions and better results, and where we leverage our collective power to help people live healthier lives and make the health system work better for everyone. Our pursuit of a more diverse, equitable, and inclusive culture at Optum is grounded in our values of inclusion, integrity, compassion, and relationships.

Our commitment to fair and equitable pay

We continue to be committed to prioritising pay equity for all employees. Fair and equitable compensation practices within a pay-for-performance framework is core to our culture and key to achieving our mission of improving health outcomes. By fairly rewarding and appreciating all our employees, we generate stronger commitment and more creative solutions, which means better results for those whom we serve.

We work with independent, third-party experts to perform regular reviews of our compensation practices and evaluate pay equity in several respects, including by gender, ethnicity and race.

A 2023 review of our integrated workforce – including our global operations – indicates females earn £1 for every £1 males earn performing similar work at similar levels.

What do these results mean?

Our results are driven by our workforce profile, summarised by the quartile breakdown below. This analysis ranks men and women from the lowest to highest earners, based on hourly pay rates. The population is then divided into four equal groups to show the proportion of men and women in each group.

There is an almost equal number of females and males in Optum (55% females). However, there is a higher proportion of females (66%) in the lowest pay band compared to the proportion of females in the highest pay band (38%).

These results indicate a slight decrease in the proportion of females in the top quartiles and an increase in the proportion of females in the lower quartiles, which has impacted our Gender Pay Gap for 2023.

Optum Health Solutions (UK) Ltd, Quartiles

	Men	Women
Band A (<25%)	34%	66%
Band B (26% - 50%)	40%	60%
Band C (51% - 75%)	63%	37%
Band D (>75%)	62%	38%

Next steps

We continue to be committed to delivering our plans and programmes to create a culture and environment that is diverse, equitable, and inclusive, where everyone feels valued, connected, and safe to be themselves.

By building a pipeline of talent that aims to alleviate the gap over time, we can build a more diverse workforce overall.

We are focused on ensuring all colleagues have the opportunity to advance in their careers and to expand our employer brand to reach new talent. To this end, we engaged regional search partners and developed an external, gender diverse, leadership pipeline for key capabilities and teams.

We're also committed to making sure that our rewards and pay practices support inclusion and diversity, and our policies are family friendly, providing flexible work opportunities for everyone.

Looking at 2024 and beyond, our 18-month partnership with Mercer Consulting culminated in the development of a strategic solutions roadmap of initiatives to embed Optum's enterprise DEI strategy and enable local solutions.

This work analysed and presented findings and recommendations regarding where more work is needed to sustain an inclusive and diverse culture and to reduce the gender pay gap and enhance our talent acquisition strategy, mentorship and training.

As part of this, we undertook employee focus groups and stakeholder interviews to understand the employee experience. We also conducted an analysis of pay programmes and policies, including reward drivers from a gender and salary grade perspective, pay/rewards at hire and promotion, and pay for performance by gender. Finally, we also mapped the development of the internal labour market, segmented by gender, to highlight areas of risk and the need for mitigation efforts.

In 2023 we completed our acquisition of EMIS which will strengthen our offering to the UK market and substantially grow our talent pool by more than 1500 employees. Optum and EMIS are aligned in our approach to diversity, equity and inclusion, and will be reporting our figures in one report once our acquisition is complete.