



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. Optum is committed to maintaining a high-performing, diverse and inclusive workforce, of which compensation is an important element. Fair and equitable compensation practices — including providing equal pay for equal work — within a pay-for performance framework are core to our culture and key to achieving our mission.

Optum is a leading information and technology-enabled health services business. Optum has been involved in the UK health care arena since 2002, helping clinicians deliver high quality, cost effective health care and improve the lives and wellbeing of patients. 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.



Erin L McSweeney

Erin McSweeney
Executive Vice President,
Chief Human Resources Officer

What are we reporting?

This report shows 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.

Our results

The tables show gender pay comparisons and bonus pay comparisons for Optum for the reporting period 5 April 2019 to 4 April 2020 calculated in accordance with the UK government’s regulations. Optum regularly reviews pay to ensure women and men are paid comparably for comparable work.

Pay and Bonus Gap

| | Mean | Median |
|------------|-------|--------|
| Hourly pay | 13.9% | 14.4% |
| Bonus | 57% | 48.1% |

Proportion of Employees Receiving a Bonus



We are pleased to report the gender pay gap median has steadily decreased since we first reported in 2017 — and significantly decreased from 33.0% in 2019 to 14.4% in 2020. There has also been a notable increase in the overall participation of both males and females in our bonus schemes with the difference between females and males receiving a bonus now reduced to 5% from 9% in 2019.

Our data is driven by two key factors. First, we have more men in senior higher paid roles; and second, the number of part-time opportunities across our business, which we offer as part of our flexible working culture, are mainly filled by women.

Optum's approach to inclusivity and diversity

At Optum, we believe the extraordinary happens when we value, include and learn from diverse people and perspectives which includes gender and backgrounds. Central to who we are and how we do things, inclusion and diversity fuel the insights and ingenuity that make achieving our mission possible. We have a strong commitment of ensuring women and men engaged in comparable work at Optum are paid comparably.

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 rates. The population is then divided into four even groups to show the proportions of men and women in each of these groups.

There is an almost even number of females and males in Optum (53% females). However, there is a higher proportion of females (61%) in the lowest pay band compared to the highest pay band (48%). In 2020 we have seen an increase in the proportion of females in the top quartiles and a decrease in the lower quartiles.

Optum Health Solutions (UK) Ltd, Quartiles

| | Men | Women |
|--------------------|-----|-------|
| Band A (<25%) | 39% | 61% |
| Band B (26% - 50%) | 44% | 56% |
| Band C (51% - 75%) | 52% | 48% |
| Band D (>75%) | 52% | 48% |

Next steps

We are extremely pleased to see the trend in our data moving in the right direction as a result of our actions, however, we are certainly not complacent and there is still work to be done. At Optum we are committed to delivering our plans and programs to create a culture and environment that is inclusive and diverse, where everyone feels valued, connected and safe to be themselves. We are continuing to focus on our talent strategies to provide opportunities for all, to ensure our rewards and pay practices support inclusion and diversity, and our policies are family friendly and support flexible work for everyone.