



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 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.



Debora A. Bubba

Debora Bubba
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 that the hourly pay and bonus compensation gap 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 females in the UK earn equal pay for equal work when performing similar work compared to their male counterparts.

Our results

The tables show gender pay comparisons and bonus pay comparisons for Optum for the reporting period April 2020 to April 2021 calculated in accordance with the UK government’s regulations. Optum regularly reviews pay to ensure women and men are paid comparably for comparable work.

While our gender pay gap median has steadily decreased since we first reported results in 2017, it increased to 23.9% in 2021. Our bonus gap, while lower than when we first reported results in 2017, increased modestly to 50.8%.

Optum continues to see a high level of both male and female receiving a bonus and the gap has closed to just 2% this year.

Pay and Bonus Gap

	Mean	Median
Hourly pay	20.1%	23.9%
Bonus	39.9%	50.8%

Proportion of Employees Receiving a Bonus



Due to the size of our reporting organisation, small changes in the data can create variability and volatility in our results. Our results are driven by two key factors. We have 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 people and perspectives, which includes gender. As a result, we're committed to building an innovative culture where every team member is empowered to do their best work, where our diversity fuels strong performance, 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 integrity, compassion, and relationships.

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 (67%) in the lowest pay band compared to the proportion of females in the highest pay band (40%).

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 2022.

Optum Health Solutions (UK) Ltd, Quartiles

	Men	Women
Band A (<25%)	32.9%	67.1%
Band B (26% - 50%)	35.7%	64.3%
Band C (51% - 75%)	55.7%	44.3%
Band D (>75%)	60.0%	40.0%

Next steps

At Optum 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. We are continuing to focus on our talent strategies to provide opportunities for all, ensure our rewards and pay practices support inclusion and diversity, and our policies are family friendly, providing flexible work opportunities for everyone.

