



Health Intelligence Gender Pay Report 2019

		Mean	Median
1	Pay Gap	30.2%	14.3%
2	Bonus Gap	-43.0%	-100%
		Males	Females
3	% of employees receiving bonus	15.7%	2.6%
		Males	Females
4	Q4 (highest band) 76 employees in band	39%	61%
5	Q3 76 employees in band	24%	76%
6	Q2 76 employees in band	17%	83%
7	Q1 (lowest band) 76 employees in band	15%	85%

Health Intelligence Gender Pay Report Data Context:

- The mean average at Health Intelligence shows men are paid 30.2% more than women. The higher average pay for men at Health Intelligence correlates with the higher proportion of men in senior roles, with 24% more men and 24% less women in the upper pay quartile than in the lowest pay quartile.
- 13.1% more men receive bonuses at Health Intelligence. This data includes sales commission payments, of which the single eligible role is held by a man.
- Bonuses for men are on average 43% lower at Health Intelligence than those for women. This shows that although more men as a percentage received bonuses, the average value of the bonus payment received was less than that of the women in receipt of a bonus. This is because Health Intelligence bonuses during this period are linked to the mobilisation of new contracts and these employees made most impact upon them.
- The overall percentage of roles split by male and female employees at Health Intelligence is 23.5% and 76.5% respectively.