Ensuring that everyone, regardless of their gender or background, has equal access to opportunities at MAXIMUS UK is really important to us.

I believe we are making progress. Gender pay gap data across our business improved in 2019, and sits significantly below the UK average across each of our divisions. A majority of our colleagues are women across every division and pay quartile, including in the highest pay quartile.

Our latest employee survey also saw improved engagement scores, particularly in areas such as career progression, learning and development, and colleague communication. This reflects the work we have undertaken over the past year to roll out a new wellbeing strategy, improve cross-business engagement and standardise our policies and processes for all colleagues.

As part of our commitment to inclusive recruitment, MAXIMUS UK has also adopted a number of nationally recognised initiatives and accreditations including Ban the Box and the Armed Forces Covenant.

However, there is more to do and our work continues. Our UK Leadership Team have committed to a number of initiatives focused on reducing gender pay inequality at all levels of our business. These include a new diversity and inclusion strategy, incorporating gender, BAME and other identified groups; a new women’s network; and continued learning and development opportunities to support career progression, including apprenticeships.

I remain committed to ensuring that MAXIMUS UK is a fantastic place to work.

Dr Paul Williams
Division President, MAXIMUS UK
Our UK Leadership Team have identified three priority actions for 2020

> Diversity and inclusion strategy

MAXIMUS UK has robust policies in place to ensure our approach to recruitment and retention works for everyone in our business. However, we can do more, so are developing a comprehensive company-wide strategy which will make specific recommendations to support women, BAME and other identified groups, with sponsorship from the UK HR Director.

> Women’s network

A significant majority of our colleagues are female but we recognise that we need to encourage more women into senior leadership roles. Following a successful event in 2019, the new MAXIMUS UK Women’s Network is being established to bring together current and future leaders from across our UK businesses to network, share experiences and engage with senior managers.

> Continued training and development

Last year our colleagues undertook more than 110,000 hours of training. We are committed to rolling out additional leadership and management training, together with an online learning platform supporting colleagues to learn new skills and progress in our business.

As part of our commitment to training and development, MAXIMUS UK has joined the Nightingale Challenge 2020, which calls for employers to provide leadership training for young nurses and midwives in their businesses. Nurses from across MAXIMUS UK will complete a career development programme that includes access to bespoke leadership toolkits and online resources. The initiative will be supported and overseen by both the UK Clinical Director and Head of Talent & Development.
Health Management (HM) has made significant progress in reducing its gender pay gap, with more women being employed in senior roles in our business, including senior clinical roles. We recognise that there is more work to do and are committed to gender pay equality across our business and the wider sector.

The occupational health sector has a significant pay gap. Most senior members of the HM staff are doctors and occupational health practitioners, and the recruitment market is largely male. Despite this, female staff now represent 52% of those in the highest pay quartile. We have also reduced our median pay gap by over half, with the current figure of 8.5% compared to 19.2% over the same period last year.

The majority of staff employed are women in every pay quartile but this is especially true of the lowest and upper middle pay quartile. Over 80% of these employees are women and this greatly inflates the mean gender pay gap.

Within HM, bonuses are only paid to a minority of staff and only those in certain functions. There are also a high percentage of women working part-time. We continue to offer flexible part time roles and hope that more men will apply for these positions.

I confirm that the information in this report is accurate.

Matt Wood
Managing Director, Health Management