

All MAXIMUS businesses in the UK have a strong culture of supporting colleagues and working together to deliver high quality services.

Ensuring that everyone, regardless of their gender or background, has equal access to opportunities at MAXIMUS is really important to us. In the past year we have started the process of standardising our people policies across our businesses to ensure fair and consistent approach, and introduced a centralised colleague engagement team.

Across all of our UK businesses a majority of staff are women, including in the highest pay quartile. We are pleased that the gender pay gap in our largest business has reduced and we are continuing to make progress.

We undertake regular assessments to ensure that we are meeting the needs of our people. In our most recent employee engagement survey 95% of colleagues said they were positively committed to the work they do.

We offer opportunities to gain or extend professional and vocational qualifications, and have expanded our apprenticeship programmes for colleagues. We also recognise achievement through colleague awards, at a national and local level.

Colleague wellbeing continues to be a priority for our business. We are in the process of rolling out a new wellbeing strategy, focused on improving both the physical and mental health of colleagues. We continue to offer a tailored 24/7 occupational health advice and support service and a number of other initiatives.



Dr Paul Williams
UK Division President



Remploy are one of a very small number of UK companies with **Level 3 Disability Confident Leader** status

MAXIMUS regularly recognise **high performing colleagues** through our awards programmes



MAXIMUS employ over **3,800 people** in **270 locations** across the UK

CHDA is committed to equality and diversity in our workforce. Through our policies and culture we are an inclusive and fair employer. We are a Disability Confident Leader and our human resources team supports our staff development programmes so that everyone in the business has an opportunity to maximise their talents.

Our recently launched Every Colleague Counts initiative aims to drive further improvements and ensure that colleagues feel valued for the work they do. Around 75% of our staff are female and we pride ourselves on paying the same rate for the same job and performance. Our record breaking customer satisfaction this year is a testament to the professionalism and dedication of our colleagues in helping our customers move forward with their lives.

Our median hourly pay difference of 1.2% in favour of males is significantly lower than the current national average and has reduced by 0.8% over the past year. The mean hourly pay difference of 13.2% in favour of males is also better than the national average and has improved by 1.2% since last year's report.

There are a number of reasons for the gap. For example, occupations at lower quartiles tend to offer more part-time opportunities than the occupations at the highest rates of pay. There are more women in part-time roles and fewer in higher paid full-time specialist roles such as technology and finance. This affects bonus payments, which are gender neutral and linked to pay grade and performance.

CHDA have a structured pay strategy to ensure a consistent approach to pay management. We are pleased that this is beginning to improve our gender pay gap.

I confirm that the information in this report is accurate.

 **James Farren**
Programme Director, CHDA

Gender Pay Gap		
	Mean	Median
Pay gap	13.2%	1.2%
Bonus gap	35.0%	12.4%

