

Health Intelligence Gender Pay Report

		Mean	Median
1	Pay Gap	33.9%	15.9%
2	Bonus Gap	72.4%	67.4%
		Males	Females
3	% of employees receiving bonus	6.2%	0.8%
	% of employees in each quartile	Males	Females
4	Q4 (highest band) 76 employees in band	38%	62%
5	Q3 76 employees in band	22%	78%
6	Q2 76 employees in band	17%	83%
7	Q1 (lowest band) 76 employees in band	8%	92%

Health Intelligence Gender Pay Report Data Context

- The mean average at Health Intelligence shows men are paid 33.9% more than women. The higher average pay for men at Health Intelligence correlates with the higher proportion of men in senior roles, with 30% more men and 30% less women in the upper pay quartile than in the lowest pay quartile.
- 5.4% more men receive bonuses at Health Intelligence. This data includes sales commission payments, of which 100% of eligible roles are held by men.
- Bonuses for men are on average 72.4% higher at Health Intelligence. Health Intelligence bonuses are linked to management and senior management roles. Higher bonus payments correlate to the 30% more senior management roles held by men.
- The overall percentage of roles split by male and female employees at Health Intelligence is 21.4% and 78.6% respectively.