



Gender pay

At Optum Services (Ireland) 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 is core to our culture and key to achieving our mission.

Optum is a leading information and technology-enabled health services business. We have been supporting global health care systems from Ireland for more than 20 years, developing solutions using forward-looking tools like artificial intelligence and machine learning to help solve real health problems and improve health outcomes world-wide.

Starting this year, Irish government requires all employers in Ireland with more than 250 employees 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.



Erin L. McSweeney

Erin McSweeney
Executive Vice President,
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 the hourly pay and bonus compensation 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 Optum is compensating everyone, regardless of gender, comparably for comparable work.

Our results

The first tables show gender pay comparisons and bonus pay comparisons for Optum for the reporting period 28 June 2021 to 28 June 2022 calculated in accordance with the Irish government’s regulations. Optum regularly reviews pay to ensure women and men are paid comparably for comparable work.

Our results are largely driven by two factors. First is that at present, we have more men in senior technical roles, where pay tends to be higher and there are more opportunities for bonuses. Second is that a greater percentage of women are employed in less technical roles, where pay tends to be lower.

Pay and Bonus Gap

	Mean	Median
Hourly pay	29%	40%
Bonus	60%	58%

Proportion of Employees Receiving a Bonus



Benefit-in-Kind (BIK)



Part-time & Temporary Employees

	Mean	Median
Part-time	-7.4%	6.8%
Temporary	-10.6%	-8.3%

The Benefit-in-Kind tables show the proportion of male and female employees who receive taxable benefits in Ireland. At Optum, an equal proportion of male and female employees receive the benefits.

The second tables show gender pay gap comparisons for part-time employees and temporary employees for the reporting period 28 June 2021 to 28 June 2022 calculated in accordance with the Irish government's regulations. For these two employee groups, women receive higher pay on average than men.

Optum's approach to inclusivity and diversity

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.

Our commitment to fair & equitable pay

We continue to be committed to prioritising pay equity for all employees. Fair and equitable compensation practices within a pay-for-performance framework is core to our culture and key to achieving our mission of improving health outcomes. By fairly rewarding and appreciating all our employees, we generate stronger commitment and more creative solutions, which means better results for those whom we serve.

We work with independent, third-party experts to perform regular reviews of our compensation practices and evaluate pay equity in several respects, including by gender, ethnicity and race.

A 2021 review of our integrated workforce - including our global operations - indicates females earn €1 for every €1 males earn performing similar work at similar levels.

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.

Males make up 57% of employees, while females make up 43% of employees in Optum. However, there is a higher proportion of females (53%) in the lowest pay band compared to the proportion of females in the highest pay band (25%).

Optum Services (Ireland) Ltd., Quartiles

	Men	Women
Band A (<25%)	47%	53%
Band B (26% - 50%)	44%	56%
Band C (51% - 75%)	62%	38%
Band D (>75%)	75%	25%

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.

To address the gender pay gap, our leaders strive for continuous improvement and are focused on long-term and sustainable initiatives. This includes continuing to enhance our talent acquisition strategies to promote diverse candidate slates for all positions, supporting and mentoring talent to advance in their careers, and ensuring that our rewards and pay practices support inclusion and diversity. These initiatives will build on our existing family-friendly policies that provide flexible work opportunities for everyone as well as diversity training and development programmes for all employees.