



# UK GENDER PAY REPORT 2024

# EXPLAINER

**GENDER PAY GAP** measures the difference between the average hourly pay and bonus for female and male colleagues.

**MEAN PAY GAP** is the difference between the pay or bonus of the average female and the average male colleague. This is calculated by adding the total pay of all females together and dividing by the number of females, and the same for males.

**MEDIAN PAY GAP** is the difference between the pay or bonus of the ‘middle’ female colleague and the ‘middle’ male colleague when female and male colleagues are listed in order of pay.

**EQUAL PAY** is different from the Gender Pay Gap. Equal pay is about ensuring colleagues doing the exact same role get the same pay, whatever their gender.

## HOW WE CALCULATE THE MEAN DIFFERENCE

TOTAL  
HOURLY PAY

÷

NUMBER  
OF WOMEN

=



MEAN FEMALE  
AVERAGE PAY

The difference is the mean hourly pay gap

TOTAL  
HOURLY PAY

÷

NUMBER  
OF MEN

=



MEAN MALE  
AVERAGE PAY

## HOW WE CALCULATE THE MEDIAN DIFFERENCE

LOWEST FEMALE  
HOURLY PAY













HIGHEST FEMALE  
HOURLY PAY

The difference is the median hourly pay gap

LOWEST MALE  
HOURLY PAY









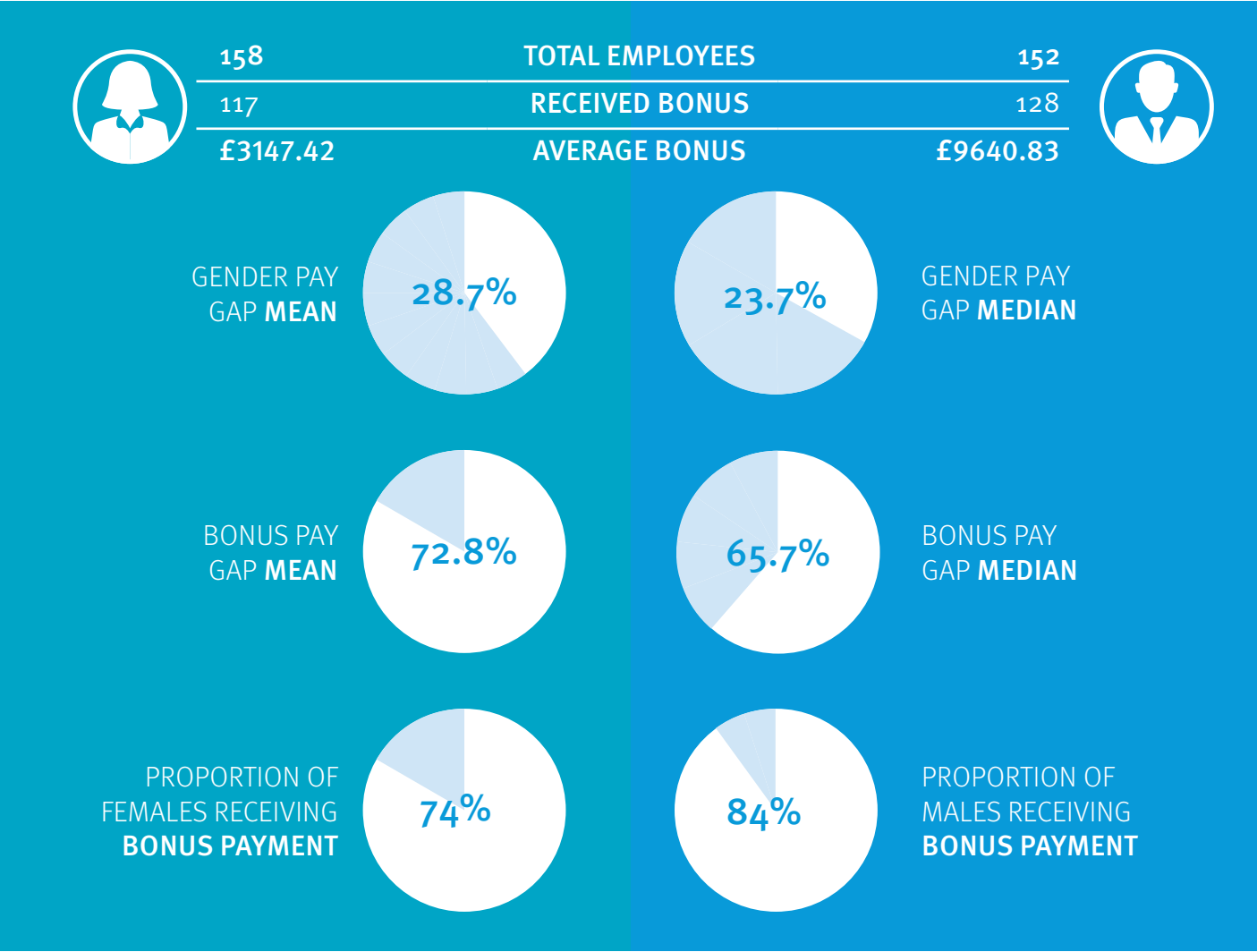




HIGHEST MALE  
HOURLY PAY

# GENDER PAY GAP CALCULATIONS

**TOTAL ICU MEDICAL UK** The gender pay gap shows the difference between the mean (average) and median (mid-point) hourly earnings and bonuses of female and male employees, expressed as a percentage of male colleagues' earnings..

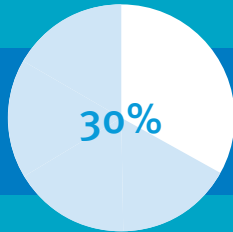




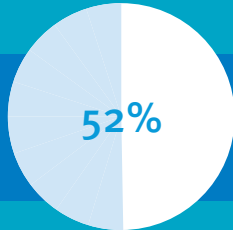
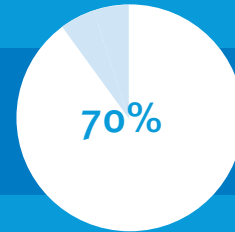
51%

TOTAL % OF POPULATION

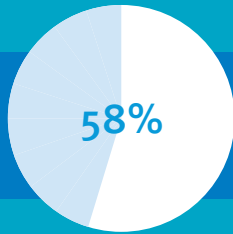
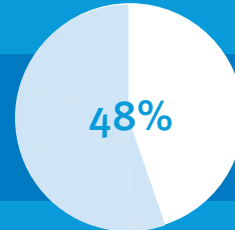
49%



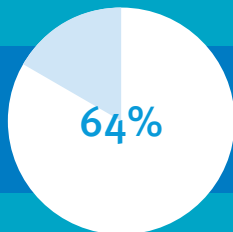
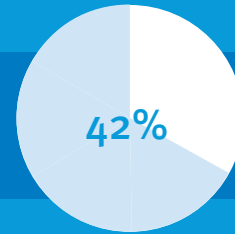
UPPER



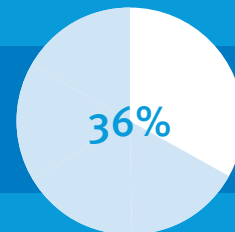
UPPER  
MIDDLE



LOWER  
MIDDLE



LOWER





## UK GENDER PAY REPORT

We confirm the information and data reported is accurate as of the snapshot date of 5 April 2023.

**Louis Jones**

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**icumedical**  
human connections