

All **MAXIMUS** businesses in the UK have a strong culture of supporting colleagues, working together to provide high quality services and building strong teams.

We undertake regular assessment exercises to ensure that we are meeting the needs of our people. In the most recent colleague survey at Centre for Health and Disability Assessments, 83% of colleagues said they felt supported. At Health Management, 89% of colleagues felt that they were strongly supported at work.

We hold regular training events for our colleagues and offer opportunities to gain or extend professional and vocational qualifications. We also support internships and apprenticeships, with many of these leading to permanent positions within **MAXIMUS** businesses.

We recognise achievement through our staff awards programmes and encourage initiatives that recognise colleagues on a local level. Our commitment to colleagues extends beyond the working environment. We support colleagues who volunteer and those who give their time to local community outreach projects.

We have a tailored 24/7 occupational health advice and support service for all colleagues. Recently, we have begun rolling out new health and wellbeing programmes. We also provide specialist support for colleagues working in challenging environments.

Marco Pierleoni
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 strive to be 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. Around 75% of our staff are female and we pride ourselves on paying the same rate for the same job and performance. Our median hourly pay difference of 2% in favour of males is significantly lower than the current national median of 18.2%. The mean hourly pay difference of 14.4% in favour of males is also better than the national average of 17.5%.

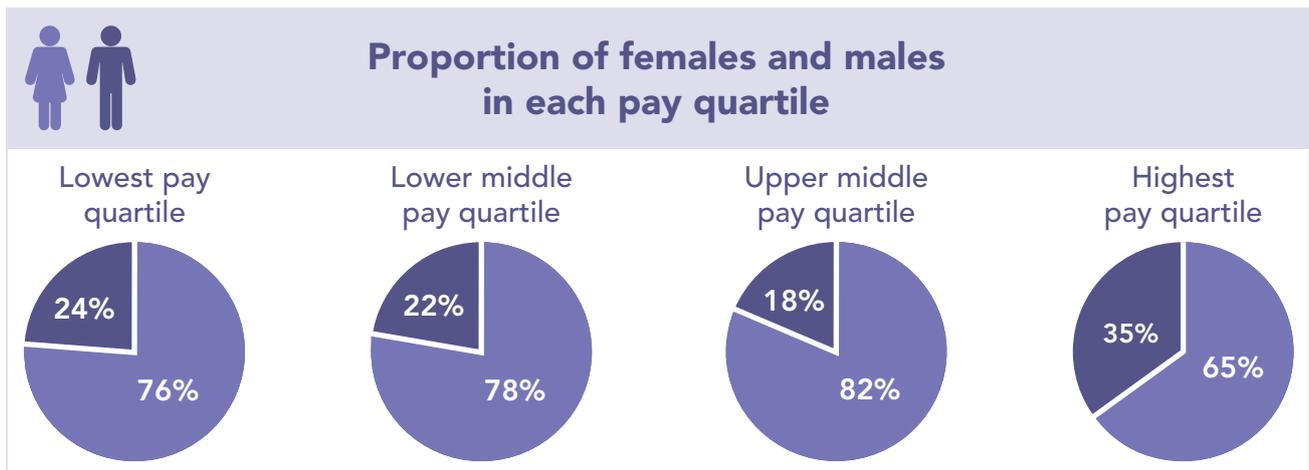
There are a number of reasons for the gap. For example, occupations at lower quartiles tend to offer more part-time opportunities than the occupations at the highest rates of pay. There are more women in part-time roles and fewer in higher paid full-time specialist roles such as technology and finance. This affects bonus payments, which are gender neutral and linked to pay grade and performance. In 2017, CHDA introduced a structured pay strategy to ensure we have a consistent approach to pay management. This should mean that over the next few years we will improve our gender pay gap.

I confirm that the information in this report is accurate.



Dr Paul Williams
 Managing Director, Health Services, MAXIMUS UK

Gender Pay Gap		
	Mean	Median
Pay gap	14.4%	2.0%
Bonus gap	24.0%	18.9%



The proportion of females and males receiving a bonus payment

