

CONNECTED HEALTH GENDER PAY GAP REPORT 2024

EXECUTIVE SUMMARY

Connected Health is committed to gender equity, transparent reporting, and building a culture where everyone has the opportunity to thrive. As part of our gender pay gap reporting obligations, we've conducted a full analysis of salaries across our office-based workforce in both Northern Ireland and the Republic of Ireland.

The most important indicator of fair pay at Connected Health is the median gender pay gap, which reflects the typical salary difference across the organisation. This is just:

- 3.6% in Northern Ireland
- 3% in the Republic of Ireland (favouring women)

These figures demonstrate that the average woman at Connected Health is paid very similarly—or even slightly more—than the average man, which is a very positive result in a sector that has historically been female-dominated but male-led at executive levels.

MEAN GENDER PAY GAP AND C-SUITE CONTEXT

In Connected Health, the most senior leadership roles—CEO, CFO, CPO (all male), and COO (female)—significantly influence the mean gender pay gap. These executive positions carry salaries considerably higher than the company average, and while there is gender diversity in the C-suite, the concentration of three high-paid male executives skews the overall mean calculation.

ADJUSTED ANALYSIS

When examining the SLT without the CEO, CFO, CPO, and COO:

- The adjusted mean gender pay gap drops substantially (to approximately 14.2% in NI and 9.1% in ROI).
- The median remains near parity, reinforcing that our pay equity is strong across comparable levels.

This confirms that our pay gap is a function of leadership structure, not unequal pay.

WORKFORCE GENDER PROFILE

Total Employees (office roles): 185

- Female: 154 (83%)
- Male: 31 (17%)

This composition reflects the overall health and care sector in Ireland and the UK, where women make up the vast majority of care professionals and operational leads.

FUNCTIONAL PAY SUMMARY (KEY OBSERVATIONS)

- Most departments show near-equal or female-favouring average salaries.
- No evidence of systemic male-favouring pay gaps across functional areas.
- Frontline and support departments such as HR, recruitment, training, and finance demonstrate parity or near-parity.
- The SLT category shows disparity, but this is due to role distribution, not pay inequality in like-for-like roles.

OUR COMMITMENT

We are proud of our strong median figures and balanced salary distribution, and we continue to:

1. Develop leadership pathways for female staff to access senior roles.
2. Audit pay structures annually for fairness and transparency.
3. Encourage internal promotion and training through Connected Academy.
4. Monitor and report transparently—beyond minimum legal requirements.

We believe gender equality isn't just about numbers—it's about opportunity, culture, and leadership. We're proud of how far we've come and committed to going further.