



## Employer Statement

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# Gender Pay Gap Analysis 2022/23

At I-MED Radiology Network, our values of Compassion, Working Together, Innovation, Connection and Quality underpin who we are as an organisation. We know that the experience of our people is inextricably interconnected with the experience of our patients and the communities we serve. To this end, we are deeply committed to fostering a culture of diversity, equity, and inclusion where everyone feels that they belong.

[i-med.com.au](http://i-med.com.au)



**I-MED Radiology  
Network**

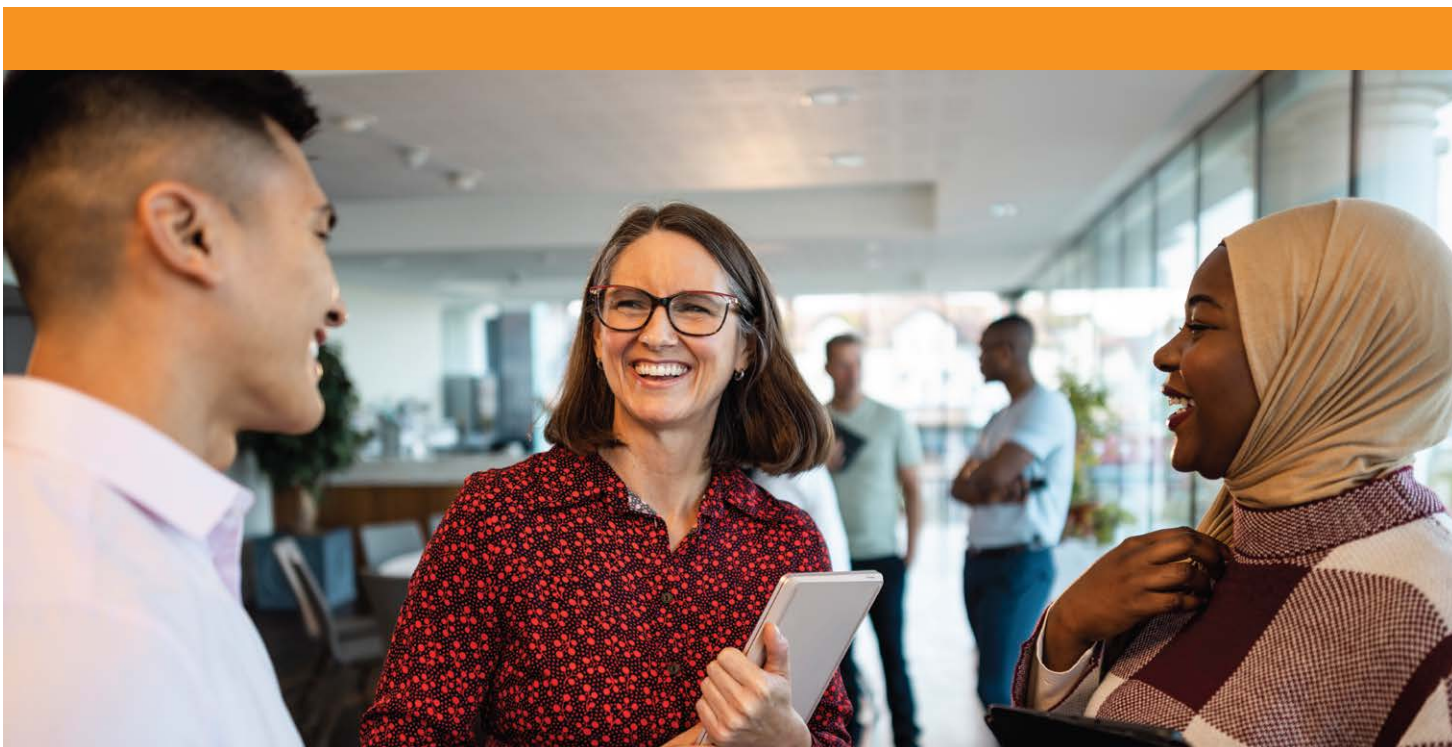
Comprehensive care. Uncompromising quality.

# Introducing I-MED Radiology

I-MED is Australia's largest diagnostic imaging network, offering medical imaging and radiology services including x-ray, PET, CT, MRI, nuclear medicine, ultrasound, mammography, and interventional procedures. Our team of more than 4,500 individuals is committed to providing the highest quality imaging and diagnosis for our patients and their referring clinicians.

We prioritise and celebrate workplace diversity, to enhance the experiences of our people and patients alike. Our focus is on fostering an inclusive environment that harnesses a wide array of backgrounds and perspectives, empowering each individual to reach their fullest potential and contribute to our organisation's success.

I-MED employs a wide range of highly skilled healthcare professionals including specialist doctors (radiologists), technical professionals including sonographers, radiographers, nuclear medicine technologists, registered nurses, and medical administrators and receptionists. We also have a comprehensive support services team which includes functions such as IT, Finance, HR, Training, Contact Centres, Sales and Marketing, Data Analytics and more.



# I-MED's Gender Pay Gap

We champion pay equity at I-MED for those in like for like roles regardless of gender. However, the distribution of gender across our teams is unbalanced, particularly in our senior medical specialist and radiologist teams where the majority of our team members are male. This gender distribution is a primary driver of our gender wage gap.

Over the past four years, we've made significant strides in narrowing our average gender pay gap by 5.2%. This positive change reflects our commitment to our workforce diversity and fostering a fair and inclusive workplace.

<b>Median* base salary gender pay gap</b>	<b>31.6%</b> ↓ 0.1% year on year	Base salary is an employee's regular salary, excluding overtime, superannuation, bonuses and other additional payments.
<b>Median* total remuneration gender pay gap</b>	<b>33.6%</b> ↓ 1.5 % year on year	Includes all remuneration for an employee, including overtime superannuation, bonuses and other additional payments.

At I-MED, we value the contributions of all team members, regardless of gender and ensure pay equity in like for like roles. However, it is essential to recognise that behind our gender pay gap numbers lie complex dynamics which include:

#### **Specialist doctors and radiologists:**

Our team includes highly qualified medical specialists, particularly radiologists. Historically, this field has been predominantly male, which contributes to the overall gender distribution within our organisation.

**Non-doctor roles:** In contrast, our female team members often occupy non-doctor roles, such as clerical and administrative positions. These roles are equally vital to our operations but have different compensation structures.



\* Median gender pay gap is the middle value after sorting the gender pay of organisations in the comparison group from lowest to highest.

# Our commitment to gender equality

As an organisation, we deeply value gender equality and are committed to fostering an inclusive workplace. Our predominantly female workforce is a testament to our dedication to advancing gender balance across all levels of our organisation.

In 2023, 58% of our manager roles were filled by talented female candidates, reflecting our commitment to providing equal opportunities for career growth and leadership. We celebrate the achievements of our gender-balanced Senior Leadership Team and broader management team, recognising their valuable contributions.

Each year, we conduct a thorough gender pay gap analysis to identify areas for improvement. Our actionable plans focus on addressing disparities and promoting fairness. We actively explore innovative ways to attract and retain female talent, emphasising flexible work arrangements and enhancing parental leave policies.

**By supporting gender equality initiatives we create a workplace that is not only equitable but also supportive for all individuals. Together, we strive to build a culture where everyone thrives, belongs, and contributes to our collective success.**



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