



**I-MED Radiology  
Network**

Comprehensive care. Uncompromising quality.



## Employer Statement

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# Gender Pay Gap Analysis 2023/24

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. Answers start with us, and fostering a culture of diversity, equity, and inclusion ensures that everyone - our people, our patients, and our partners - feels heard, valued, and supported. By embracing different perspectives and experiences, we strengthen our ability to deliver the highest quality care and the answers that matter most.

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

# 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, interventional procedures and teleradiology services. 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 embrace and champion workplace diversity, enriching the experiences of both our people and our patients. Our goal is to cultivate an inclusive environment that values a broad range of backgrounds and perspectives, enabling every individual to thrive and play a vital role in our organisation's success.

I-MED is home to a diverse team of highly skilled healthcare professionals, including specialist doctors (radiologists), technical experts such as sonographers, radiographers, nuclear medicine technologists, registered nurses, and medical administrators and receptionists. Supporting them is a broad network of professionals across IT, Finance, People & Culture, Training, Contact Centres, Sales and Marketing, Data Analytics, and more, all working together to deliver exceptional care and service.





# I-MED's Gender Pay Gap

At I-MED, we are committed to pay equity for individuals in like-for-like roles, regardless of gender. However, our workforce has an uneven gender distribution, particularly within our senior medical specialist and radiologist teams, where men make up the majority. This gender distribution is a primary driver of our gender wage gap.

Over the past five years, we've made significant strides in narrowing our average gender pay gap by 6.4%. This positive change reflects our commitment to our workforce diversity and fostering a fair and inclusive workplace.

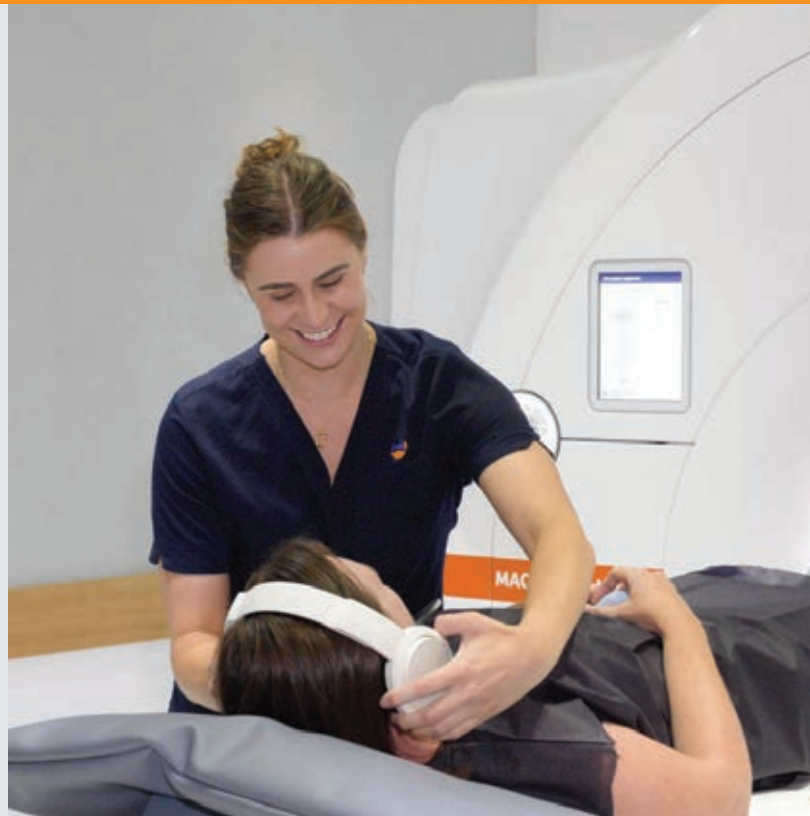
<b>Median* base salary gender pay gap</b>	<b>30.7%</b> ↓ 0.9% year on year	Base salary is an employee's regular salary, excluding overtime, superannuation, bonuses and other additional payments.
<b>Median* total remuneration gender pay gap</b>	<b>33.6%</b> no change	Includes all remuneration for an employee, including overtime superannuation, bonuses and other additional payments.

At I-MED, we value the contributions of all team members, regardless of gender, and are committed to ensuring pay equity in like-for-like roles. However, it's important to acknowledge the complex factors that influence these figures, including:

**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 are strongly committed to gender equality and creating an inclusive workplace. With a predominantly female workforce, we continue to support and promote gender balance at all levels of our organisation.

In 2024, 56.6% 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.

By championing gender equality initiatives, we foster a workplace that is both fair and supportive for everyone. Together, we are building a culture where all individuals feel valued, empowered, and able to contribute to our shared success.

**By openly discussing gender pay disparities, 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 and contributes to our collective success.**



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Published February 2025