**HMT GENDER PAY GAP REPORT 2024**

**The Healthcare Management Trust (HMT) is committed to complying with all Gender Pay Gap related legislation, reporting process and procedure, and the eradication of any gender-based inequities discovered.**

**HMT has submitted its Gender Pay Gap report for the 2024 reporting period, as illustrated in the tables below.**

**In comparison to the previous period, HMT has seen a slight increase in the gap. However, as the workforce is made up of a significantly higher numbers of females compared to males across all levels, this data is sensitive to minor changes in the make up of the workforce (for example, two additional male appointments in the upper-middle quartile, resulting in a widening of the gap at this level from 3.05% in 2023 to 4.78% in the 2024 period).**

**We are however encouraged that the gap overall remains low and has further closed at upper quartile level, from 1.74% in 2023 to 1.18% in 2024.**

