
MDU gender pay gap report 2024

The MDU is a unique place to work. We are surrounded by people who work incredibly hard to deliver a world-class service for our members. Our colleagues are there when members need them – 24 hours a day, 7 days a week, 365 days a year. In turn, the MDU is there for them.

We are proud to nurture the immense talent that exists here, to recognise the colleagues that go above and beyond, and to continue building a fair and inclusive workplace.

Dr Caroline Fryar
Professional Services Director



About the MDU

The Medical Defence Union (MDU) is a not-for-profit, mutual organisation. We are owned and run by our members – with more than 200,000 healthcare professionals across the UK and the Republic of Ireland.

The MDU has a unique mix of medical, dental and professional colleagues who work together to guide, support and defend our members. Many colleagues comment on our professional, supportive and friendly environment, and almost half of our staff have been here for more than 10 years. They choose to stay because the MDU values its people. We embrace and respect all differences, recognising and valuing the contribution of every colleague.

We are committed to doing this, and our actions reflect it.

Our values in action

Equality in action	<p>We are confident that our equal approach to recruitment means we attract high-potential candidates who are genuinely the right fit for their role.</p>
Developing our talent	<p>We are committed to helping everyone at the MDU grow in their roles and careers. All colleagues have access to our in-house Evolve training programme, covering topics including coaching skills, building self-confidence, holding challenging conversations, psychological safety and many more.</p> <p>They can also access more than 22,000 training courses via LinkedIn Learning, and we encourage them to use this to learn new skills to support their role at the MDU and help them in external pursuits and hobbies.</p> <p>We are proud to invest in our colleagues for the long-term and our award-winning training programme reflects this. Delivered by exceptional trainers, we are delighted that the quality of our in-house courses has been widely recognised.</p> <p>This year, we achieved a Princess Royal Training award for our membership induction programme – marking the fifth time we have been recognised by these prestigious awards. This follows the MDU updating our training programme to reflect the needs of hybrid and remote workers and ensure clear career pathways for colleagues.</p> <div></div>
An inclusive culture	<p>We have a dedicated programme at the MDU to help build an inclusive workplace, by sharing the diverse lived experience of colleagues across the organisation.</p> <p>Over the past 12 months, our Insights programme has provided a platform for colleagues to share with, and learn from, one another – from panel discussions to mark International Women's Day and Black History Month, to guest speakers raising awareness of domestic violence, and Q&As with colleagues observing religious festivals.</p> <p>We are also a proud member of GAIN – the Group for Autism, Insurance, Investment and Neurodiversity, who have helped us offer resources and training to develop a more neuroinclusive working environment.</p>

One team	<p>At the MDU, we work as one team to deliver the best possible service for our members.</p> <p>To support this, we hold monthly all-staff events to allow colleagues to profile the work of their department to the rest of the business. Events also give senior leaders the opportunity to communicate information about company strategy and performance to the rest of the organisation.</p> <p>These CEO forums, town halls and 'lunch and learn' sessions are a fixture in the MDU workplace calendar, and support the community feel we pride ourselves on.</p>
Benefits	<p>We offer a range of employee benefits, including salary sacrifice schemes and enhanced family leave arrangements to attract and retain colleagues and support their wellbeing.</p>

Our report

The six calculations contained in this report are produced as part of our obligations under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

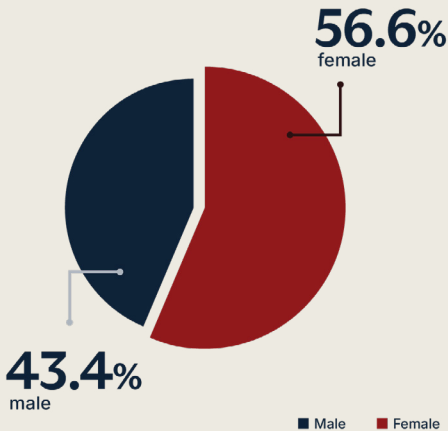
We provide analysis against each of these calculations.

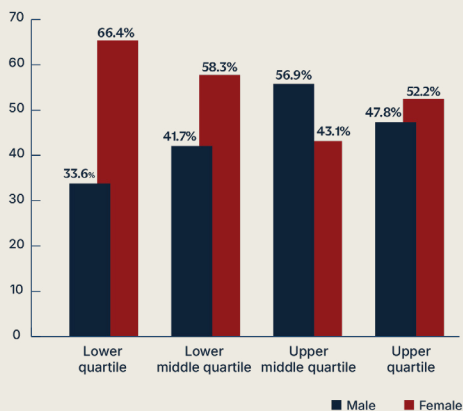
The numbers listed in this report are accurate and represent data for the snapshot date of 5 April 2024.

Dr Matthew Lee
Chief Executive Officer

MDU employees

The MDU employs more female than male employees. 56.6% of our staff are female.





Pay quartiles across the MDU

Pay quartiles are calculated by listing rates of pay across the organisation in order from lowest to highest, and dividing this information into four groups.

UK national data would suggest that the number of female employees decreases toward the upper, or higher paid, quartiles, as in many organisations women tend to be under-represented in more senior roles.

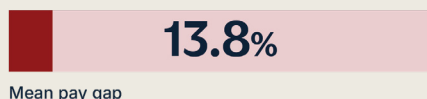
At the MDU, there is a higher proportion of females in all but the upper middle quartile.

Gender pay gap

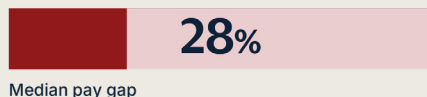
A higher proportion of female staff are employed in the lower pay quartiles.

In 2024, the median gender pay gap was 28% compared to 24.3% in 2023, and the mean pay gap was 13.8% compared to 14.3% in 2023. A number of factors can impact the data year on year, but like the previous year, the changes in 2024 continue to reflect workforce fluctuations such as retirements and staff changes. More males than females continue to choose not to accrue more pension savings and opt for cash options instead.

The mean pay gap is the difference between the average hourly rate of pay received by men and women, while the median pay gap is the difference between the midpoints in hourly earnings received by men and women.



Mean pay gap



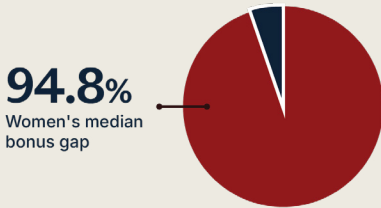
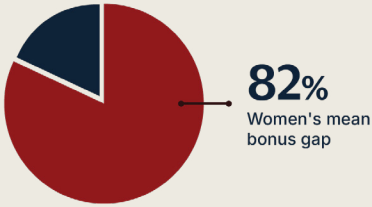
Median pay gap

The MDU bonus pay gap

The MDU's bonus scheme is limited to specific circumstances and roles, with different targets and initiatives in place according to the employee's role.

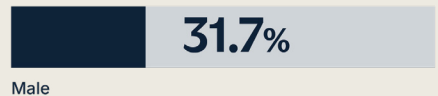
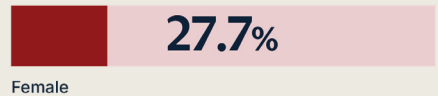
For example, whereas bonus payments for some senior-level employees are driven by target-led incentive plans linked to business performance, employees in sales and customer service roles are more likely to be offered a fixed bonus payment.

Incorporating these different pay elements into the same calculation creates a somewhat distorted overall result, as seen in the numbers opposite. The bonus pay gap also reflects the higher number of male employees on the incentive plan, and the higher number of female employees on the fixed bonus plan.



Bonus payments

The proportion of males and females who received a bonus payment.



Next steps

The MDU is committed to ensuring equality of pay regardless of gender.

We recognise that the pay gap can fluctuate from year to year as individual employees' career choices change and the structure of our workforce shifts. We continue to review and monitor our remuneration strategy, as well as how we assess and evaluate roles, to ensure consistency and the just and fair approach that we have always prided ourselves upon.

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