

Merative in Ireland Pay Gap 2024 Results

About Merative

Established in 2022, Merative provides data, analytics, and technology for healthcare and government social services. With focused innovation and deep expertise, Merative works with providers, employers, health plans, governments, and life sciences companies to improve decision-making and performance. At Merative, we believe there is strength and value in bringing together people with diverse backgrounds and perspectives, which is essential to delivering health and social care solutions that better reflect the populations we serve.

About this report

In 2021, the Irish government introduced the Gender Pay Gap Information Act 2021 which requires employers with 250 or more employees to report and publish their organisation’s hourly pay gap results. In this inaugural report, we present our gender pay gap results for 2023-2024. The data is based on active employees as of 30 June 2024 and their compensation received from 1 July 2023 to 30 June 2024.

A gender pay gap is the difference in the average hourly wage of all men and all women in an organisation. It is an average difference in gross hourly earnings of men and of women, expressed as a percentage of the men’s average gross hourly earnings. The calculation of the gender pay gap does not factor in variations in pay attributes to factors such as job role, grade, tenure, or individual attributes such as qualifications and performance. Without factoring in these variables, the gender pay gap results provide a high-level view that – on its own – is not enough to identify areas for improvement.

Our results

Merative has a Gender Pay Gap of 7.8% in its workforce in favour of male employees. Merative’s bonus pay gap is -16.0% in its workforce in favour of female employees. Merative has a very limited number of part-time roles in Ireland all of which are filled with women incumbents. All eligible employees in Ireland received bonus pay, and bonus results also include one-time payments (e.g., spot awards) which can significantly impact the results year to year. A vast majority of Merative’s Ireland workforce received benefits in kind (e.g., voluntary insurances).

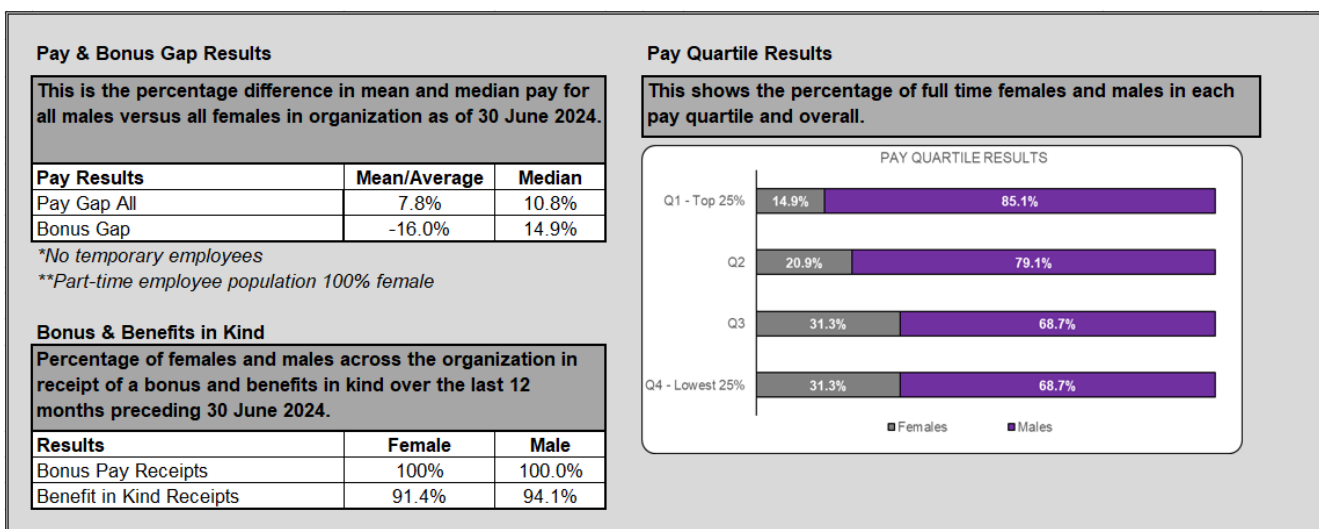


Figure 1. Data based on active employees as of 30 June 2024, and their compensation from 1 July 2023 to 30 June 2024.

Merative's pay quartile results provide a high-level overview of full-time employees in Ireland ranked by their hourly pay from highest to lowest, then divided into four groups. Each quartile group represents 25% of Merative's Ireland workforce on 30 June 2024. The population is further segmented into the percentage of females versus males in each pay quartile. Women represent 14.9% of the highest pay quartile, then increase to 20.9% in the second highest paid quartile. Representation of women the two lowest paid quartiles was 31.3%.

Understanding the results

At Merative, our Human Resources team works closely with leaders and managers to educate, coach, and help ensure our employees are paid fairly and competitively. It is important to note that the gender pay gap is different from equal pay. Equal pay refers to women and men earning the same earnings for equal and/or similar work. A gender pay gap does not indicate an absence of equal pay for equal work. The appropriateness of a compensation package is multi-faceted and is not accurately reflected in an aggregated pay gap measurement.

Availability of women in science, technology, engineering, and mathematics (STEM) roles in the market at all levels continues to be a significant, industry-wide challenge. Like many organisations, our gap is a result of having a lower percentage of women in senior leadership and technology, which tend to be higher paid roles.

Key actions and focus areas to reduce our gender pay gap

As we continue to grow, Merative will prioritize programs and initiatives to close the gender pay gap to continue to advance pay equity and increase our female representation.

Merative is devoted to creating and cultivating an inclusive and diverse culture where employees feel heard, valued, accepted, and empowered to contribute their unique talents and perspectives. In 2024, Merative introduced its Diversity, Equity, Inclusion and Belonging (DEIB) Mission Statement and commitments to the organisation, and we offered two required courses along with an optional DEIB Foundations course to all employees.

We launched a job framework in September 2024 that enables us to understand where we have equal work, and to identify and address pay gaps within the same jobs. This framework provides a structure to consistently classify jobs and allows us to use objective market-based pay data to drive equitable pay decisions.

In 2025 Merative will educate managers on making pay decisions that are anchored to market and internal equity and driven by individual performance and contribution.

Merative is dedicated to adopting recruitment and hiring best practices to build a diverse workforce that reflects the global markets we serve. We will launch manager training programs to foster awareness and highlight the importance of creating diverse applicant pools. Additionally, we will collaborate with diversity-focused organizations to source talent, ensuring a balanced and inclusive slate of candidates at the final interview stage.

As we grow and evolve, Merative remains committed to developing programs and initiatives aimed at increasing female representation through recruitment, hiring, and retention efforts.

Employees should continue to work with their managers and Human Resource Partners if they have questions about pay equity. This report only provides a very high-level metric around gender pay gap, which is not comprehensive. Merative is committed to a more holistic view of compensation, which is woven into ongoing efforts like our annual compensation review processes and related manager education.