

A background image showing a man and a woman sitting and talking. The man is on the left, wearing a blue sweater, and the woman is on the right, wearing a blue cardigan and a colorful headband. They are both smiling and looking at each other. The image is overlaid with a large blue semi-circle on the left and a yellow wavy line on the right.

Gender Pay Gap Report 2024

Synergy Health (UK) Limited

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Karie Giles
UK HR Director, STERIS

*“I confirm the gender pay gap data
in this report is accurate.”*

What is the Gender Pay Gap?

In 2017 the UK Government introduced regulations that required any public, private, or voluntary organisation with more than 250 employees to report their gender pay gap on an annual basis. The purpose of the gender pay gap is to measure workplace disadvantage which is captured through a comparison calculation which looks at men's average hourly rates and women's average hourly rates.

It is important to note that the measure is not related to 'equal pay'.

How is it measured?

Organisations must measure the following six calculations:

Mean Hourly Rate

Mean Bonus Gap

Median Hourly Rate

Median Bonus Gap

Bonus Proportions

Pay Quartile Bands

Mean = the average of all the numbers in a dataset.

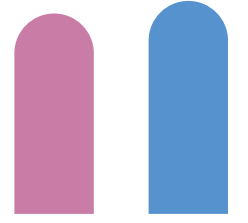
Median = the middle value in a dataset once all are averaged in ascending order i.e from smallest to largest.



2024 Pay Results

Key: Women Men

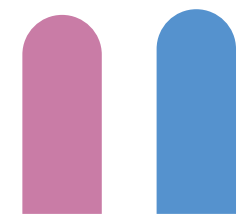
Mean Hourly Rate



£17.27 £18.26

The mean hourly rate for men is 5.42% higher than that of women

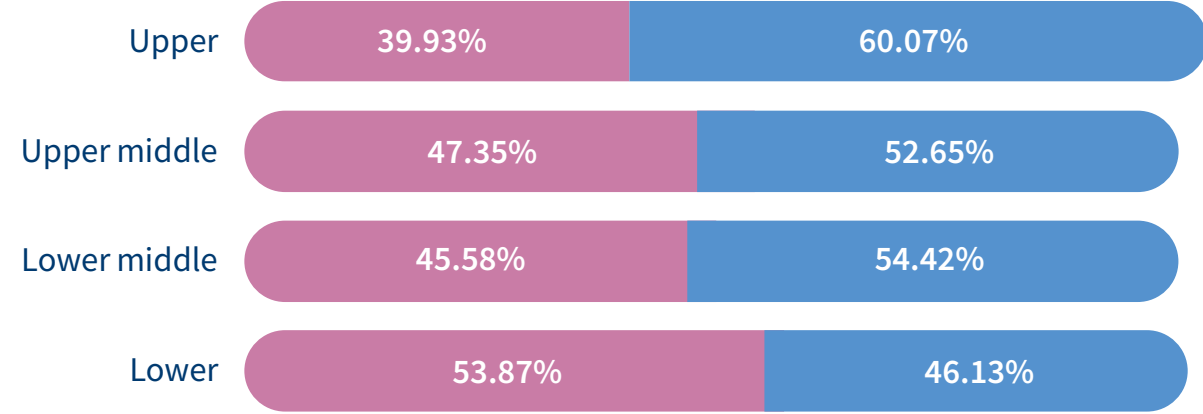
Median Hourly Rate



£16.14 £16.58

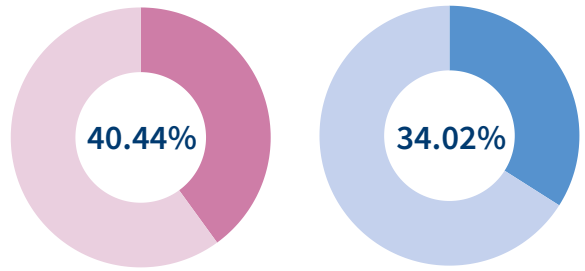
The median hourly rate for men is 2.65% higher than that of women

Pay Quartile Bands



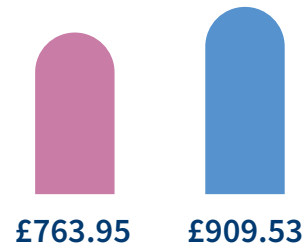
2024 Bonus Pay Results

Proportion of men and women who received a bonus payment



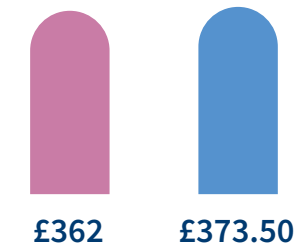
This demonstrates an improvement on last years results where we saw 31.12% of women and 24.04% of men receiving a bonus.

Mean Bonus Gap



Men's bonuses were 16.01% higher than women's

Median Bonus Gap



Men's bonuses were 3.08% higher than women's