



Gender Pay Gap Report 2023

November 2023



Introduction

This report is issued to comply with the Gender Pay Gap Information Act 2021. As an employer with more than 250 employees, Carriglea Cáirde Services is obliged to publish a report on a snapshot in June 2023.

Overview of the 2023 Gender Pay Gap

For the 12 month reporting period up to 24th June 2023 for employees on Carriglea Cáirde Services' payroll, the Median Gender Pay Gap is -1.04% in favour of female employees while the Mean Gender Pay Gap is 4.11% in favour of male employees.

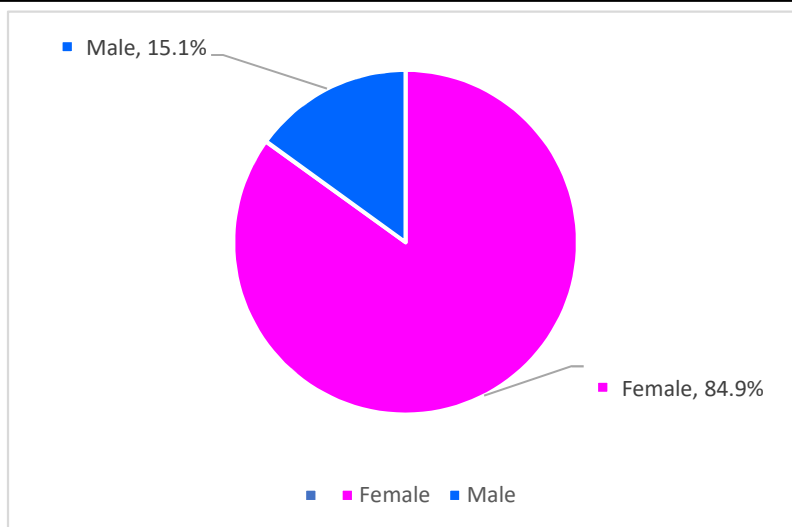
The Service's gender pay profile is primarily driver by gender differences by grade and by length of service. There is no pay inequality in Carriglea Cáirde Services as all staff, regardless of gender, are paid on the same salary scale (HSE Pay Scales) for the same grade.

In 2023 Carriglea Cáirde Services continued to offer a range of flexible working arrangements that help our staff fulfil personal and family responsibilities while remaining in active employment. Such measures include part-time contracts; flexible rosters; parental leave; shorter working year with additional unpaid leave; and blended working.

2023 Gender Profile

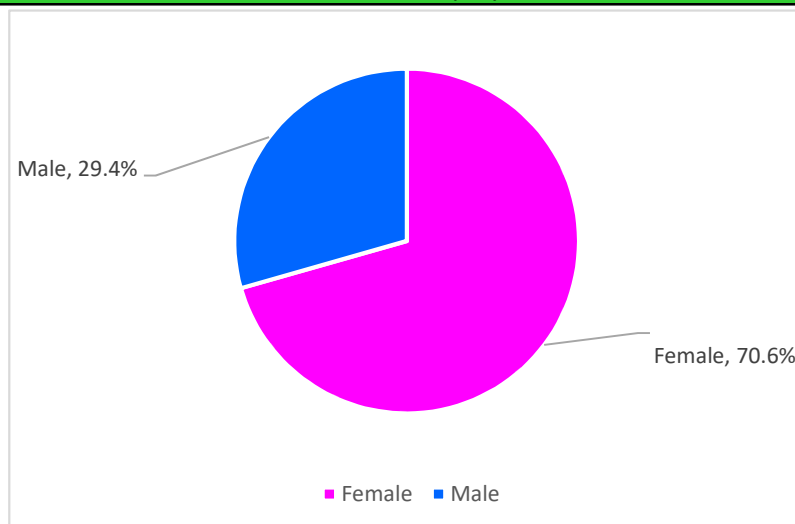
For the period July 2022 - June 2023

Total - All Employees



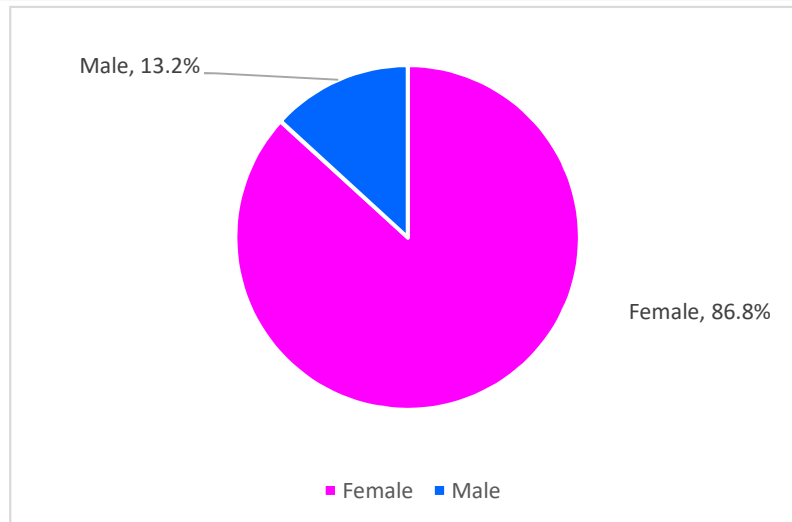
Gender	Female	Male
% of All Employees	84.9%	15.1%
Number of Employees	254	45

Total - Full-Time Employees



Gender	Female	Male
% of Full-Time Employees	70.6%	29.4%
Number of Full-Time Employees	24	10

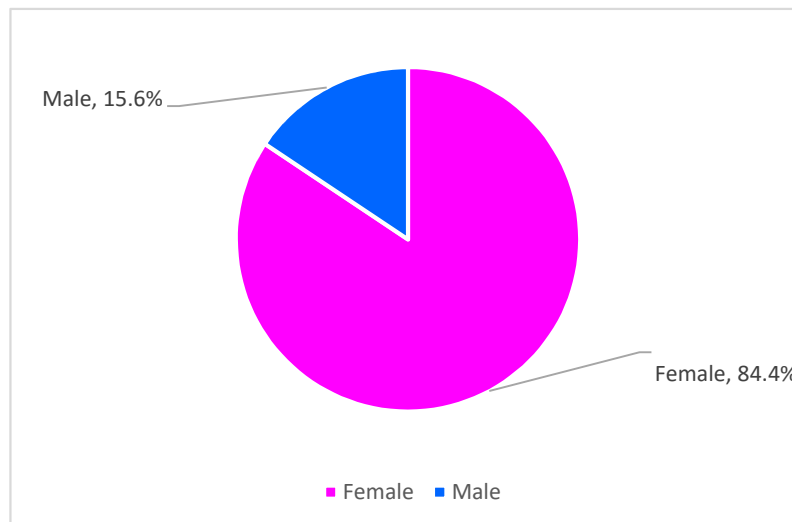
Total - Part-Time Employees *



Gender	Female	Male
% of Part-Time Employees	86.8%	13.2%
Number of Part-Time Employees	230	35

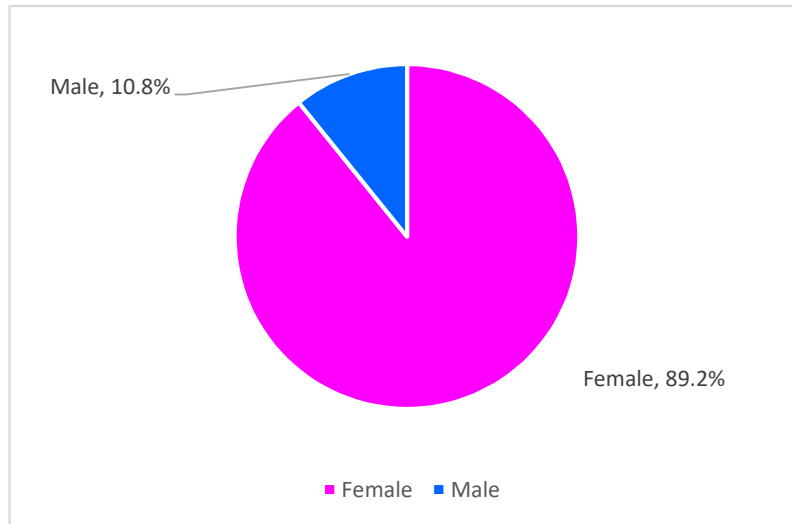
** Part-time employees are employees whose working pattern is less than 100% of full-time working hours over the entire period being reported.*

Total - Permanent Employees



Gender	Female	Male
% of Permanent Employees	84.4%	15.6%
Number of Permanent Employees	221	41

Total - Temporary Employees



Gender	Female	Male
% of Temporary Employees	89.2%	10.8%
Number of Temporary Employees	33	4

Remuneration

For the period July 2022 - June 2023

All Staff

Mean Hourly Remuneration	
Female	€25.43
Male	€26.52
All Employees	€25.59
Mean Gender Pay Gap €	€1.09
Mean Gender Pay Gap %	4.11%

Median Hourly Remuneration	
Female	€24.19
Male	€23.94
All Employees	€24.06
Median Gender Pay Gap €	-€0.25
Median Gender Pay Gap %	-1.04%

Full-Time Staff

Mean Hourly Remuneration	
Female	€31.48
Male	€30.32
All Employees	€31.14
Mean Gender Pay Gap €	-€1.16
Mean Gender Pay Gap %	-3.83%

Median Hourly Remuneration	
Female	€29.78
Male	€27.36
All Employees	€29.61
Median Gender Pay Gap €	-€2.43
Median Gender Pay Gap %	-8.88%

Part-Time Staff

Mean Hourly Remuneration	
Female	€24.80
Male	€25.44
All Employees	€24.88
Mean Gender Pay Gap €	€0.64
Mean Gender Pay Gap %	2.50%

Median Hourly Remuneration	
Female	€23.92
Male	€23.94
All Employees	€23.92
Median Gender Pay Gap €	€0.01
Median Gender Pay Gap %	0.06%

Bonuses

Carriglea Cáirde Services staff awarded the Public Sector Pandemic Special Recognition Payment (Bonus) to staff who were eligible to receive the bonus. Eligible employees who worked more than 60% WTE received €1,000 and those less than 60% WTE received €600.

The Recognition Payment was payable to employees who worked at least 4 weeks in total between 1st March 2020 - 30th June 2021. The Recognition Payment has not been included in the Hourly Remuneration Rates reported as it could distort hourly rates for employees who worked for relatively short periods during the year.

The recognition payment was paid to the following number of employees split by gender, remuneration quartile and payment amount:

Pandemic Special Recognition Payment					
Remuneration Quartile	Total	Female		Male	
		€1,000	€600	€1,000	€600
Lower	46	34	3	8	1
Lower Middle	58	39	8	11	-
Upper Middle	69	55	4	10	-
Upper	65	53	4	8	-
Total	238	181	19	37	1

Benefits-in-Kind (BIK)

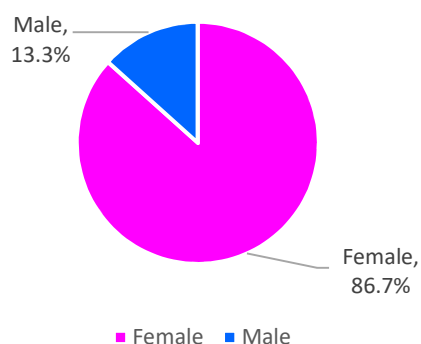
As there were no benefits-in-kind (BIK) provided to Carriglea Cáirde Services staff, there is no data available for this category.

Remuneration Quartiles

For the period July 2022 - June 2023

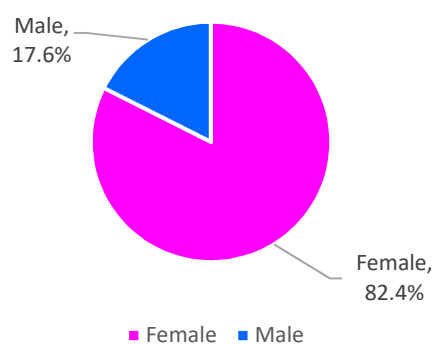
Lower Remuneration Quartile

Gender	Female	Male
% of Total Employees	86.7%	13.3%
Number of Employees	65	10



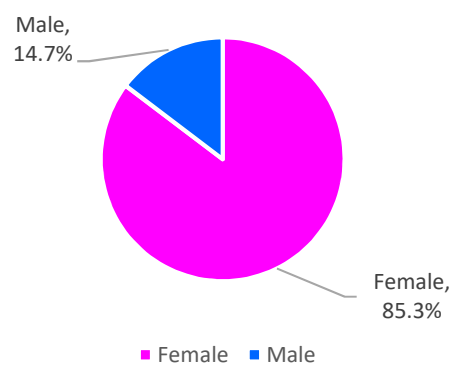
Lower Middle Remuneration Quartile

Gender	Female	Male
% of Total Employees	82.4%	17.6%
Number of Employees	61	13



Upper Middle Remuneration Quartile

Gender	Female	Male
% of Total Employees	85.3%	14.7%
Number of Employees	64	11



Upper Remuneration Quartile

Gender	Female	Male
% of Total Employees	85.3%	14.7%
Number of Employees	64	11

