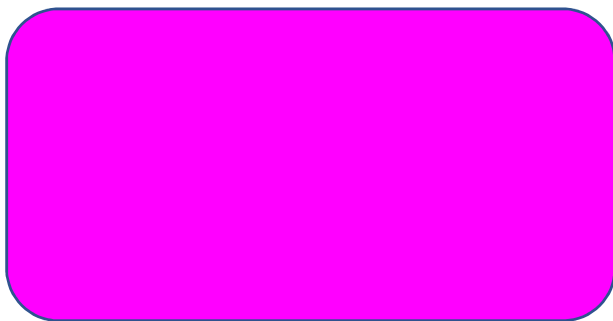




## **Gender Pay Gap Report 2024**

August 2024



## **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 2024.

## **Overview of the 2024 Gender Pay Gap**

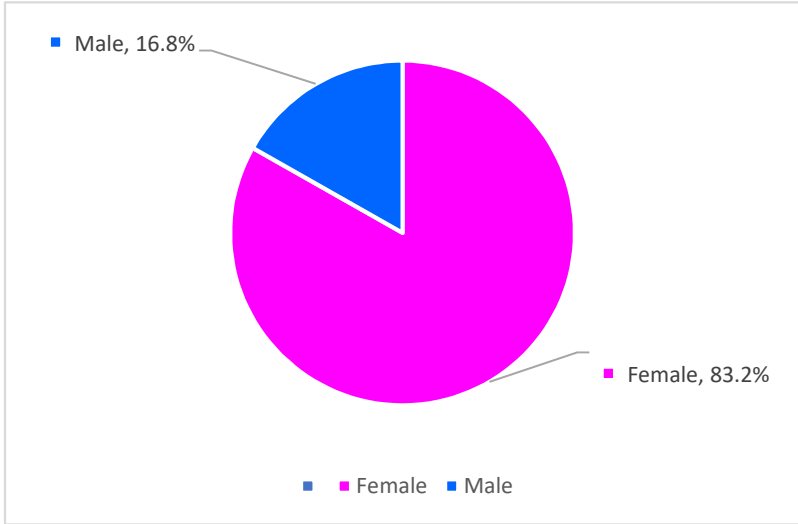
For the 12 month reporting period up to 1st July 2024 for employees on Carriglea Cáirde Services' payroll, the Median Gender Pay Gap is 3.17% in favour of male employees while the Mean Gender Pay Gap is 5.01% in favour of male employees.

The Service's gender pay profile is primarily driven 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 Consolidated Salary Scales) for the same grade.

In 2024 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.

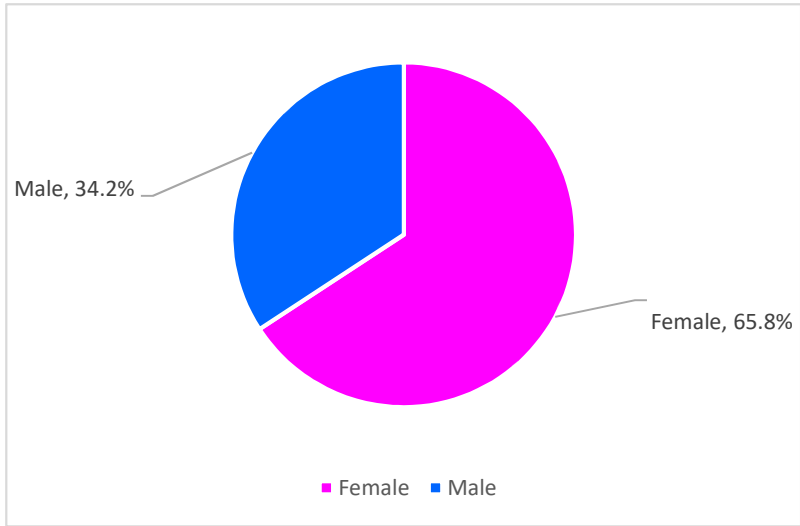
**2024 Gender Profile**  
**For the period July 2023 - June 2024**

**Total - All Employees**



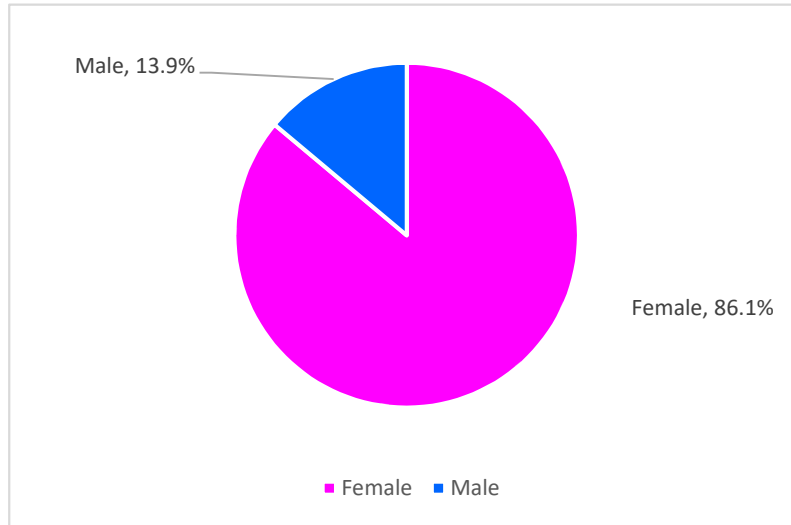
Gender	Female	Male
% of All Employees	83.2%	16.8%
Number of Employees	223	45

**Total - Full-Time Employees**



Gender	Female	Male
% of Full-Time Employees	65.8%	34.2%
Number of Full-Time Employees	25	13

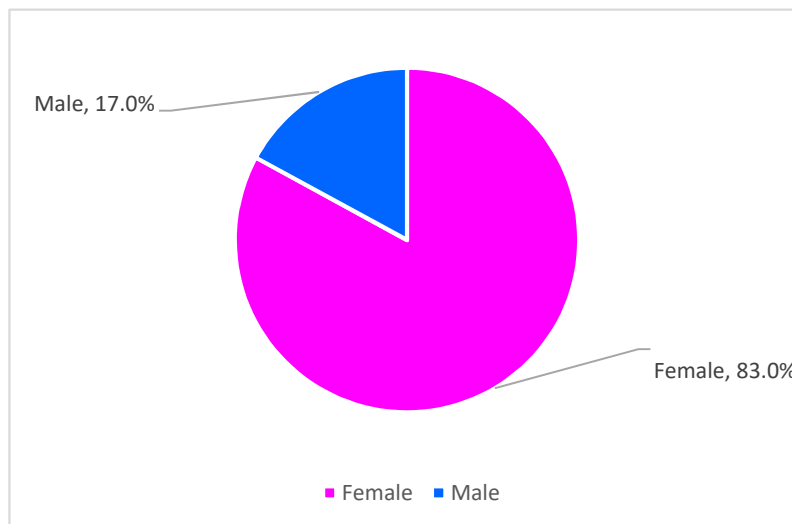
**Total - Part-Time Employees \***



Gender	Female	Male
% of Part-Time Employees	86.1%	13.9%
Number of Part-Time Employees	198	32

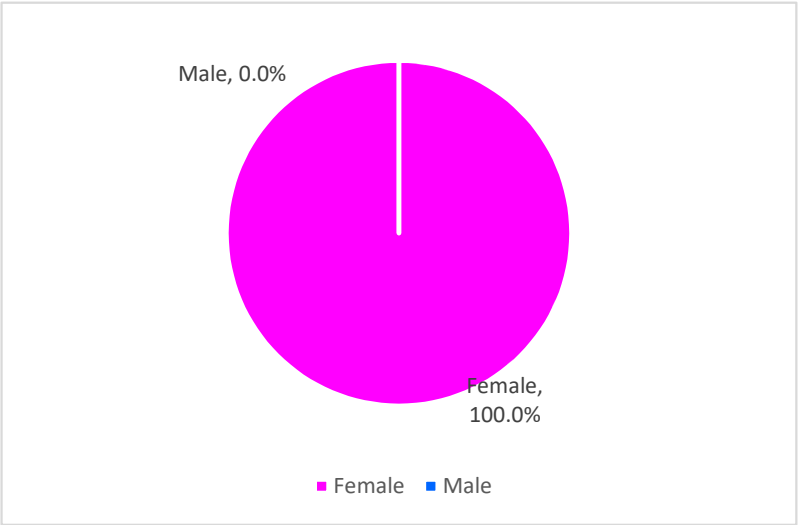
*\* Part-time employees are employees whose working pattern is less than 100% of full-time working hours over the entire period being reported.*

**Total - Permanent Employees**



Gender	Female	Male
% of Permanent Employees	83.0%	17.0%
Number of Permanent Employees	219	45

Total - Temporary Employees



Gender	Female	Male
% of Temporary Employees	100.0%	0.0%
Number of Temporary Employees	4	0

## Remuneration

For the period July 2023 - June 2024

All Staff			
Mean Hourly Remuneration		Median Hourly Remuneration	
Female	€26.08	Female	€24.79
Male	€27.45	Male	€25.60
All Employees	€26.31	All Employees	€24.93
Mean Gender Pay Gap €	€1.37	Median Gender Pay Gap €	€0.81
Mean Gender Pay Gap %	5.01%	Median Gender Pay Gap %	3.17%

Full-Time Staff			
Mean Hourly Remuneration		Median Hourly Remuneration	
Female	€31.58	Female	€30.70
Male	€29.69	Male	€26.97
All Employees	€30.93	All Employees	€30.30
Mean Gender Pay Gap €	-€1.89	Median Gender Pay Gap €	-€3.72
Mean Gender Pay Gap %	-6.37%	Median Gender Pay Gap %	-13.80%

Part-Time Staff			
Mean Hourly Remuneration		Median Hourly Remuneration	
Female	€25.38	Female	€24.56
Male	€26.54	Male	€24.82
All Employees	€25.54	All Employees	€24.56
Mean Gender Pay Gap €	€1.16	Median Gender Pay Gap €	€0.26
Mean Gender Pay Gap %	4.37%	Median Gender Pay Gap %	1.06%

## Bonuses

No bonuses were paid to any employees during the reporting period.

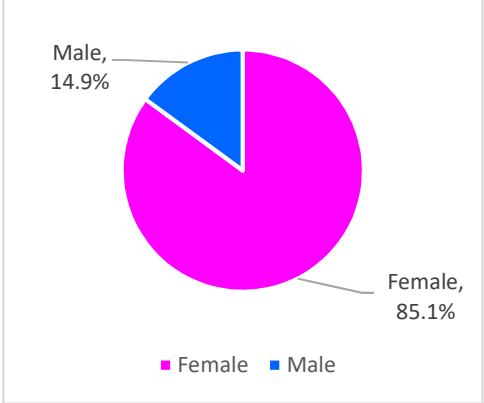
## Benefits-in-Kind (BIK)

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

**Remuneration Quartiles**  
**For the period July 2023 - June 2024**

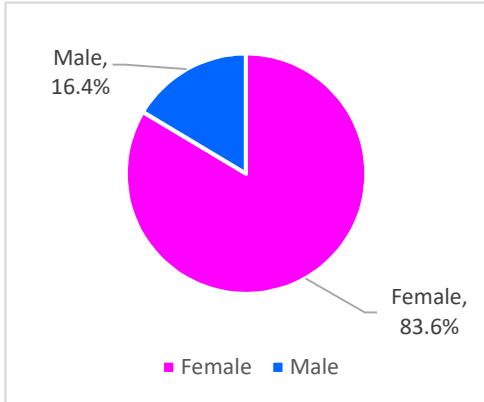
**Lower Remuneration Quartile**

Gender	Female	Male
% of Total Employees	85.1%	14.9%
Number of Employees	57	10



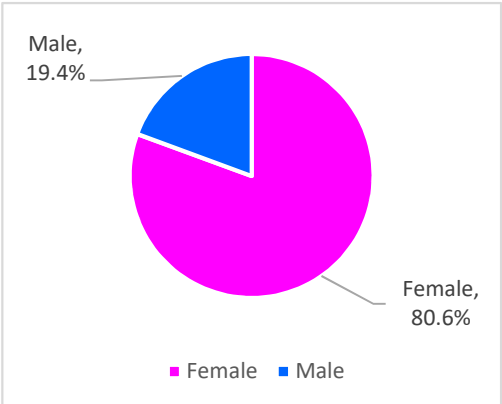
**Lower Middle Remuneration Quartile**

Gender	Female	Male
% of Total Employees	83.6%	16.4%
Number of Employees	56	11



**Upper Middle Remuneration Quartile**

Gender	Female	Male
% of Total Employees	80.6%	19.4%
Number of Employees	54	13



Upper Remuneration Quartile

Gender	Female	Male
% of Total Employees	83.6%	16.4%
Number of Employees	56	11

