



Gender Pay Gap Report 2025

August 2025

Reporting Date: 14th June 2025

Total Employees: 280

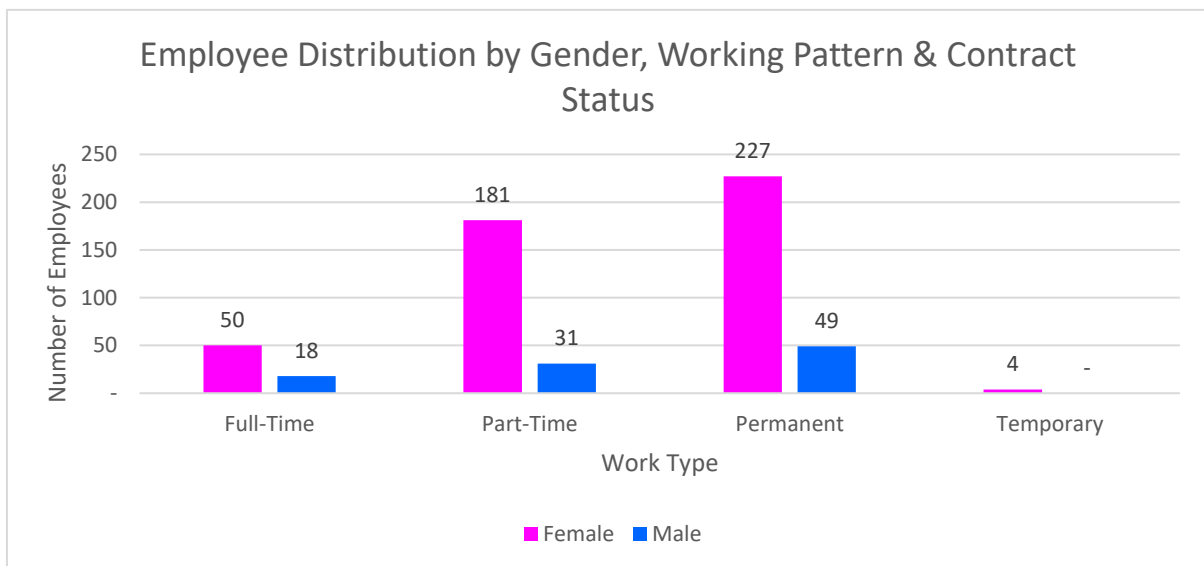
Sector: Health & Social Care

1. Introduction

This report sets out the gender pay gap metrics for Carriglea Cárde Services in compliance with the Gender Pay Gap Information Act 2021. It covers all statutory reporting requirements and provides context to the data along with actions being taken to address any gaps.

2. Workforce Overview

Metric	Female	Male	Total
Number of Employees	231	49	280
% of Workforce	82.5%	17.5%	100%
Full-Time Employees	50	18	68
Part-Time Employees	181	31	212
Permanent Employees	227	49	276
Temporary Employees	4	-	4



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

3. Gender Pay Gap Metrics

Overview of the 2025 Gender Pay Gap

Metric	€ Difference	% Difference	Direction
Mean Gender Pay Gap	€1.62	5.58%	In favour of men
Median Gender Pay Gap	€0.64	2.43%	In favour of men

As a Section 38 agency, Carriglea Cáirde Services applies HSE consolidated salary scales, meaning all employees in the same role and grade receive the same pay regardless of gender. The only variance between employees on the same grade relates to their increment point based on their length of service. The reported gender pay gap reflects the distribution of male and female employees across different roles and grades rather than differences in pay for equivalent work. We are committed to supporting career progression and balanced representation at all levels.

In 2025 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.

All Staff			
Mean Hourly Remuneration		Median Hourly Remuneration	
Female	€27.37	Female	€25.80
Male	€28.98	Male	€26.44
All Employees	€27.65	All Employees	€25.80
Mean Gender Pay Gap €	€1.62	Median Gender Pay Gap €	€0.64
Mean Gender Pay Gap %	5.58%	Median Gender Pay Gap %	2.43%

Full-Time Staff			
Mean Hourly Remuneration		Median Hourly Remuneration	
Female	€30.77	Female	€29.74
Male	€29.82	Male	€28.78
All Employees	€30.52	All Employees	€29.33
Mean Gender Pay Gap €	-€0.96	Median Gender Pay Gap €	-€0.96
Mean Gender Pay Gap %	-3.21%	Median Gender Pay Gap %	-3.35%

Part-Time Staff			
Mean Hourly Remuneration		Median Hourly Remuneration	
Female	€26.42	Female	€25.51
Male	€28.50	Male	€25.65
All Employees	€26.73	All Employees	€25.53
Mean Gender Pay Gap €	€2.08	Median Gender Pay Gap €	€0.14
Mean Gender Pay Gap %	7.28%	Median Gender Pay Gap %	0.56%

Bonuses

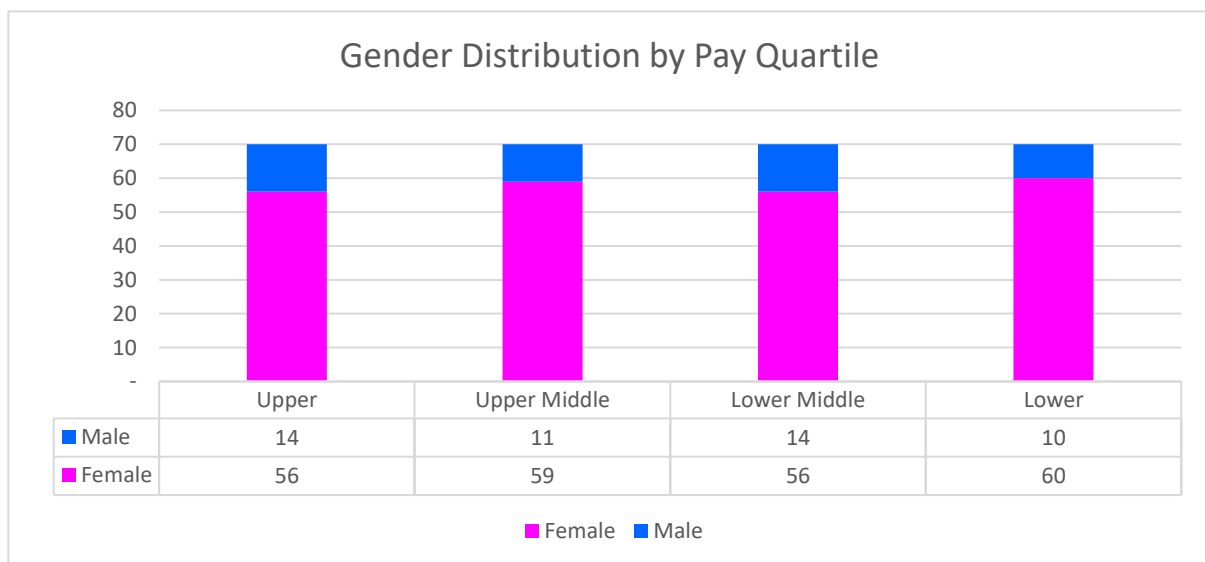
No bonuses were paid to any employees during the reporting period.

Benefits-in-Kind (BIK)

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

4. Pay Quartiles

Quartile	Female %	Male %
Upper	80%	20%
Upper Middle	84%	16%
Lower Middle	80%	20%
Lower	86%	14%



Pay quartiles are calculated by dividing all employees into four equal groups based on hourly pay and showing the gender composition in each.

5. Narrative and Analysis

The mean gender pay gap of 5.58% suggests a modest difference in average hourly pay between men and women, largely reflecting occupational distribution.

The median pay gap of 2.43% indicates a smaller gap in the typical pay experience.

Women make up the majority in all pay quartiles.

6. Future Commitments

We commit to:

- * Publishing our gender pay gap report annually
- * Reporting progress to our Board and staff through internal communications
- * Collaborating with the HSE on equality initiatives