

Carriglea Cáirde Services

Gender Pay Gap Report 2026

Methodology

The snapshot date used for this report was 13th June 2026. Calculations were based on the fortnightly payroll period ending on that date, with hourly remuneration determined using remuneration paid and hours worked during the relevant pay period. Additional analysis of mean and median hourly remuneration within each pay quartile has been included in the interests of transparency and to provide greater insight into the published results.

Introduction

Carriglea Cáirde Services is committed to promoting equality, diversity and inclusion throughout the organisation. This report has been prepared in accordance with the Gender Pay Gap Information Act and associated regulations. The report provides information on the difference between the average earnings of male and female employees across the organisation and includes the statutory gender pay gap metrics based on the relevant reporting period.

Understanding the Gender Pay Gap

The gender pay gap is the difference between the average hourly earnings of men and women across an organisation. It is different from equal pay. Equal pay relates to men and women receiving equal pay for carrying out the same work or work of equal value. A gender pay gap does not indicate that men and women are paid differently for carrying out the same role.

Workforce Profile

As of the reporting date, Carriglea Cáirde Services employed 271 employees, comprising 227 female employees and 44 male employees. Female employees represented 83.8% of the workforce and male employees represented 16.2% of the workforce.

Results

The mean gender pay gap was 9.95% and the median gender pay gap was 10.95%. The mean hourly remuneration for male employees was €31.47 compared with €28.34 for female employees. The median hourly remuneration for male employees was €29.88 compared with €26.61 for female employees.

Female employees were strongly represented across all pay quartiles, accounting for over 80% of employees within each quartile. Female representation ranged from 80.9% in the upper quartiles to 86.8% in the lower middle quartile.

Explanation of the Results

Carriglea Cáirde Services operates HSE Consolidated Salary Scales which apply equally regardless of gender. The organisation does not pay different rates to employees performing the same role because of gender. The reported gender pay gap reflects the distribution of employees across occupational groups, grades, working patterns and premium-paid shifts rather than differences in pay rates for equivalent work.

The Service's workforce is predominantly female. Variations in earnings may arise due to factors including grade distribution, service requirements, shift patterns, night duty, weekend work, public holidays and other premium payments that form part of ordinary remuneration for reporting purposes.

Carriglea Cáirde Services operates across a range of occupational groupings including care assistants, social care personnel, nursing, administration, maintenance, supervisory and instructional roles. Variations in representation across these occupational groups, together with the distribution of premium-paid hours, contribute to differences in average remuneration across the workforce. The reported gender pay gap should therefore be viewed in the context of workforce composition rather than differences in pay for equivalent work.

A detailed review of the pay quartiles indicates that the gender pay gap is not consistent across all pay levels within the organisation. The lower, lower-middle and upper-middle quartiles show relatively small differences in average hourly remuneration between male and female employees. The largest difference is evident within the upper quartile, where higher levels of remuneration are more likely to be associated with senior roles, specialist responsibilities, service requirements and the distribution of premium-paid hours. This analysis supports the view that the overall reported gender pay gap is primarily influenced by workforce composition and role distribution rather than differences in rates of pay for equivalent work.

Actions

Carriglea Cáirde Services will continue to:

- ~ Monitor gender representation across all employee groups and grades.
- ~ Maintain fair and transparent recruitment and promotion processes.
- ~ Support equal access to training, development and leadership opportunities.
- ~ Review workforce information annually as part of the gender pay gap reporting process.
- ~ Promote equality, diversity and inclusion across all areas of employment.

Conclusion

Carriglea Cáirde Services remains committed to fostering an inclusive workplace where all employees are treated fairly, provided with equal opportunities and supported to achieve their full potential. The organisation will continue to monitor workforce data and employment practices to ensure that equality remains embedded throughout the organisation.

Workforce Profile	
Metric	Result
Total Employees	271
Female Employees	227
Male Employees	44
Female Workforce Representation	83.8%
Male Workforce Representation	16.2%

Overall Gender Pay Gap Results			
Measure	Male	Female	Gap
Mean Hourly Remuneration	€ 31.47	€ 28.34	9.95%
Median Hourly Remuneration	€ 29.88	€ 26.61	10.95%

Bonus Payments and Benefits in Kind
During the reporting period, Carriglea Cáirde Services did not operate bonus payment arrangements and no employees received bonus payments for the purposes of Gender Pay Gap reporting. Accordingly, no mean or median bonus pay gap arose and the percentage of male and female employees receiving bonus payments was 0%. In addition, no employees received reportable benefits in kind during the reporting period and therefore the percentage of male and female employees receiving benefits in kind was 0%.

Pay Quartile Distribution		
Quartile	Female	Male
Lower Quartile	86.6%	13.4%
Lower Middle Quartile	86.8%	13.2%
Upper Middle Quartile	80.9%	19.1%
Upper Quartile	80.9%	19.1%
Overall	83.8%	16.2%

Overall Summary		
Measure	Male	Female
Number	44	227
Mean Hourly Rate	€ 31.47	€ 28.34
Median Hourly Rate	€ 29.88	€ 26.61
Mean Pay Gap	10.0%	
Median Pay Gap	10.9%	

Quartile Results**Upper Quartile**

Measure	Male	Female
Number	13	55
Mean Hourly Rate	€ 44.51	€ 39.46
Median Hourly Rate	€ 41.14	€ 38.95
Mean Pay Gap	11.3%	
Median Pay Gap	5.3%	

Upper Middle Quartile

Measure	Male	Female
Number	13	55
Mean Hourly Rate	€ 30.65	€ 30.31
Median Hourly Rate	€ 31.27	€ 30.44
Mean Pay Gap	1.1%	
Median Pay Gap	2.7%	

Lower Middle Quartile

Measure	Male	Female
Number	9	59
Mean Hourly Rate	€ 24.74	€ 24.61
Median Hourly Rate	€ 25.45	€ 24.36
Mean Pay Gap	0.5%	
Median Pay Gap	4.3%	

Lower Quartile

Measure	Male	Female
Number	9	58
Mean Hourly Rate	€ 20.56	€ 19.72
Median Hourly Rate	€ 21.34	€ 19.48
Mean Pay Gap	4.1%	
Median Pay Gap	8.7%	