

Gender Pay Gap Report – Snapshot Date: 28 June 2025

1. Introduction

We are delighted to share our **2025 Gender Pay Gap Report**, prepared in line with the **Gender Pay Gap Information Act 2021**. This year's results reflect our ongoing commitment to equality, inclusion, and empowerment. We are proud to report that **women in our organisation earn more than men on average across all categories**—a testament to our dedication to creating a fair and progressive workplace.

2. Workforce Overview

- **Total Employees:** 5,844
- **Gender Representation Across Pay Quartiles:**
 - **Upper Quartile:** 80% Female | 20% Male
 - **Upper Middle Quartile:** 78% Female | 22% Male
 - **Lower Middle Quartile:** 75% Female | 25% Male
 - **Lower Quartile:** 74% Female | 26% Male

This strong representation of women in senior roles demonstrates our success in fostering leadership opportunities for women.

3. Bonus and Benefits

- **Bonus Payments:** 0% for both men and women
 - **Benefits in Kind:** 0% for both men and women
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4. Gender Pay Gap Highlights

We are thrilled to report a **negative pay gap**, meaning women earn more than men on average:

Mean Hourly Pay

- **All Employees:**
 - Male: €27.54 | Female: €28.61 | Gap: **-4%** (women paid more on average than men)
- **Part-Time:**
 - Male: €24.99 | Female: €26.88 | Gap: **-8%** (women paid more on average than men)
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- **Temporary Contracts:**
 - Male: €23.75 | Female: €24.66 | Gap: **-4%** (women paid more on average than men)

Median Hourly Pay

- **All Employees:**
 - Male: €24.12 | Female: €25.99 | Gap: **-8%** (women paid more on average than men)
 - **Part-Time:**
 - Male: €23.05 | Female: €25.14 | Gap: **-9%** (women paid more on average than men)
 - **Temporary Contracts:**
 - Male: €21.73 | Female: €22.91 | Gap: **-5%** (women paid more on average than men)
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5. What This Means

These results highlight that **women are thriving in our organisation**, with strong representation in leadership and competitive pay across all employment types. This achievement reflects:

- Our **inclusive culture** and **transparent promotion processes**.
 - Continuous investment in **leadership development for women and men**.
 - Policies that support **work-life balance and career progression** within the constraints of a 24/7 365 day person-centred service.
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6. Our Commitment

We will continue to:

- Champion gender equality at every level.
 - Maintain fair and transparent pay practices.
 - Support initiatives that empower women in leadership roles.
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7. Publication

This report will be published on our website and submitted to the **Irish Gender Pay Gap Reporting Portal** by 28 October 2025.

8. Conclusion

The above is indicative of the work carried out at all levels of the organisation to apply family friendly policies and flexible working balanced within the constraints of a 24/7 365 day person-centred service.

Finally, it is gratifying to note that the **average hourly rate of pay for all workers has increased to €28.35** from €27.16 in 2024. An **increase of 4.37%** attributable to the impact of national wage agreements during the reporting period.