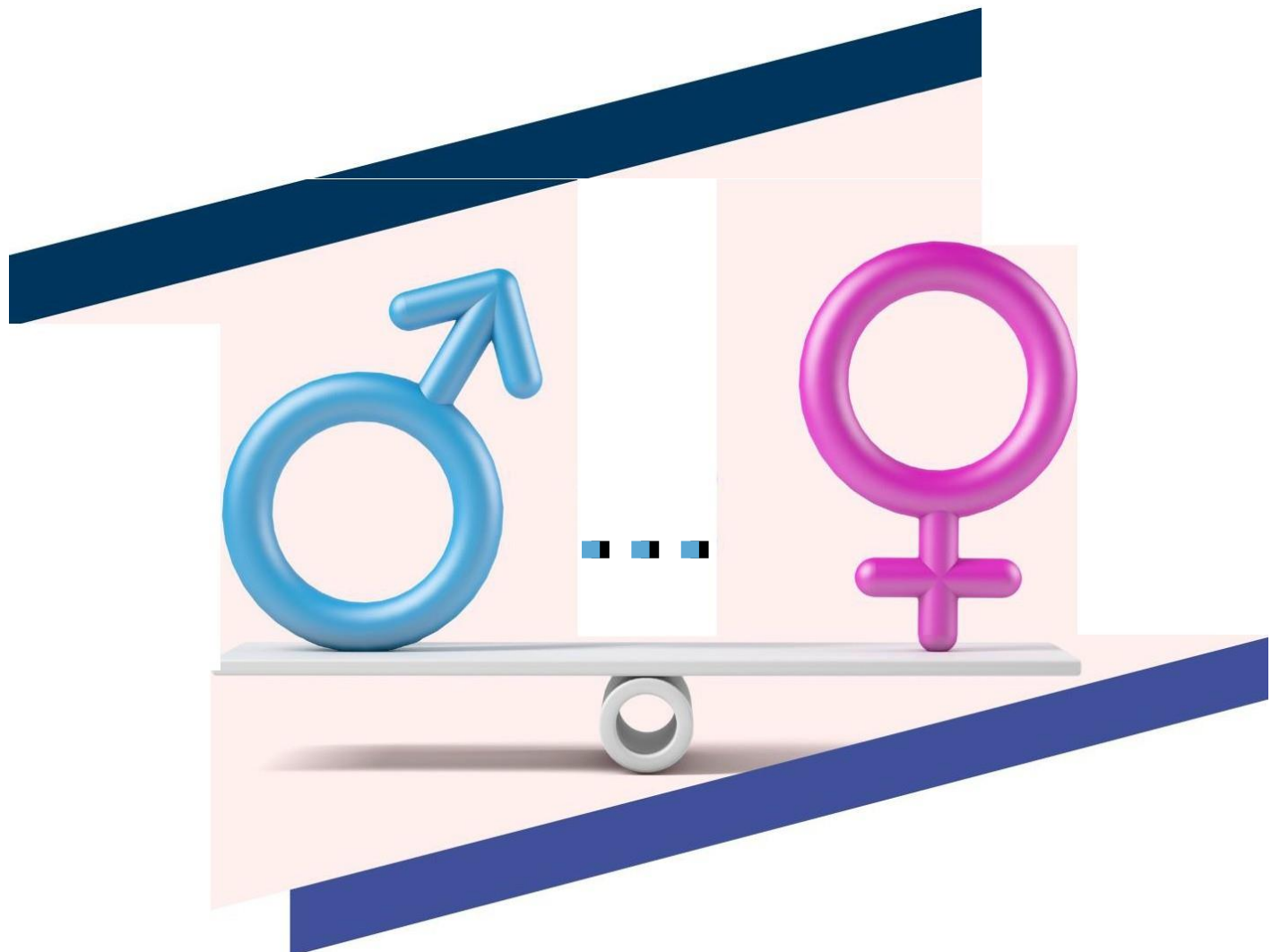


# GENDER PAY GAP REPORT

**31<sup>st</sup> December 2024**



#### St. Michael's House:

St. Michael's House (SMH) provides a comprehensive range of services and supports to men, women, and children with intellectual disabilities and their families in 180 locations in the greater Dublin Area. It supports over 1,900 people and this has an impact on thousands of family members. St. Michael's House is a company funded by the Health Service Executive (HSE), TUSLA and the Department of Education and Skills. (Figures from the 1<sup>st</sup> June 2024)

St. Michael's House supports include:

- Residential supports and independent living.
- Clinical supports.
- Day supports.
- Schools.
- Respite supports, and
- Vocational training services.

#### Gender Pay Gap:

The Gender Pay Gap refers to the difference in the average hourly pay of females compared to males in an organisation and is designed to capture the extent to which women are evenly represented across the organisation.

#### Gender Pay Gap Legislation:

The Gender Pay Gap Information Act 2021 (the "Act") was signed into law on 13th July 2021. The Act amends the Employment Equality Acts 1998 to 2015 in the form of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 ("the Regulations").

#### SMH Report:

The organisation's report on the snapshot date must be published setting out the reasons for such differences and the measures being taken or proposed to eliminate or reduce such differences.

The snapshot date is a date determined in June and the detail must be published within 6 months of that date for the previous 12 months. For example, if you choose a snapshot date of 30th June 2024, you must publish by 30th December 2024 and your reporting will be for payrolls from June 2023 to June 2024.

#### The following is included in our Report:

The difference between the:

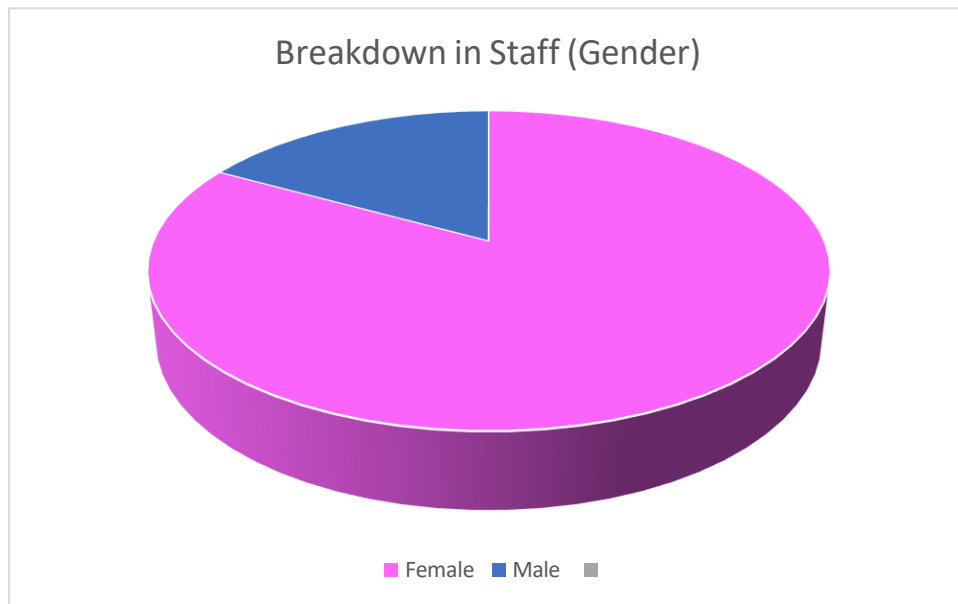
- ❖ Mean hourly rates for all men and that for all women.
- ❖ Median hourly rate for all men and that for all women.
- ❖ Mean bonus for all men and that for all women.
- ❖ Median bonus for all men and that for all women.
- ❖ Mean hourly rate of part-time men and that of part-timewomen.
- ❖ Median hourly rate of part-time men and that of part-timewomen.
- ❖ Mean hourly rate of men on temporary contract and that of women on temporarycontract.
- ❖ Median hourly rate of men on temporary contract and that of women on temporarycontract.
- ❖ The percentage of men paid bonus and the percentage of women paid bonus.
- ❖ The percentage of men in receipt of BIK and the percentage of women in receipt of BIK.

and the percentage of male employees and percentage of female employees who fall within:

- ❖ Lower remuneration quartile pay band.
- ❖ Lower middle remuneration quartile pay band.
- ❖ Upper middle remuneration quartile pay band.
- ❖ Upper remuneration quartile pay band

## SMH SNAPSHOT DATA FOR 31<sup>st</sup> December 2024:

Breakdown of staff within St. Michael's House at a snapshot in time (Male and Female):



Year	Female	Male	Total
2024	1558	318	1903
	83%	17%	100%

## Workforce Profile Analysis 2023-2024:

Our head count in scope rose slightly, from 1,885 (2023) to 1,903 (2024), which is an increase of 18. However, year on year the gender balance is unchanged at 83 % women and 17 % men.

Overview of St Michael's House Data:

Gender Pay Gap by	Mean	Median
Hourly Rate	1.57%	-3.45%
Bonus	0.00%	0.00%
Hourly Rate Part Time	-12.97	-13.05%
Hourly rate Temp Contractor	-2.65%	-11.35%

Bonus Paid Proportions	Male	Female
	0.00%	0.00%
BIK Paid Proportions	Male	Female
	0.00%	0.00%

All Staff			Part-time Staff		
	Mean	Median		Mean	Median
Hourly Rate	1.57%	-3.45%		-12.97%	-13.05%
Bonus	0%	0%		0%	0%
BIK	0%	0%		0%	0%

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#### Narrative for above Data:

The mean (average) of a data set is found by adding all numbers in the data set and then dividing by the number of values in the set.

The median is the middle value when a data set is ordered from least to greatest.

Note: The minus figure reflects that female staff are remunerated higher than male staff. A positive variance would reflect the opposite.

1. Mean gender pay gap – the difference between the mean (average) hourly rate of pay of male employees and that of female employees. The mean hourly rate of pay for males is 1.57% more than females. The mean hourly rate of pay for males who are part time staff is -12.97% less than females. In 2023 men earned 3.15% more than their female colleagues. In 2024, men earned 1.57% more than their female colleagues. From a review of 2023 to 2024, St Michael's House has reduced the pay gap by 1.58%. The mean hourly rate of pay for males who are part time staff is -12.97% less than females.
2. For all staff the variance of 1.57% does not warrant any further investigation. As noted previously, St. Michael's House as an organisation appoint all staff onto their relevant grade based on the HSE Consolidated Pay Scales and staff are awarded an annual increment which results in a pay increase on a yearly basis until they reach the maximum point of their salary scale.
3. Median gender pay gap – the difference between the median (middle) hourly rate of pay of all male employees and that of female employees. The median hourly rate of pay for males is -3.45% less than females. In 2023 it was 4.53%. The median hourly rate of pay for males who are part time staff is -13.05% less than females. In 2023 it was -8.27.

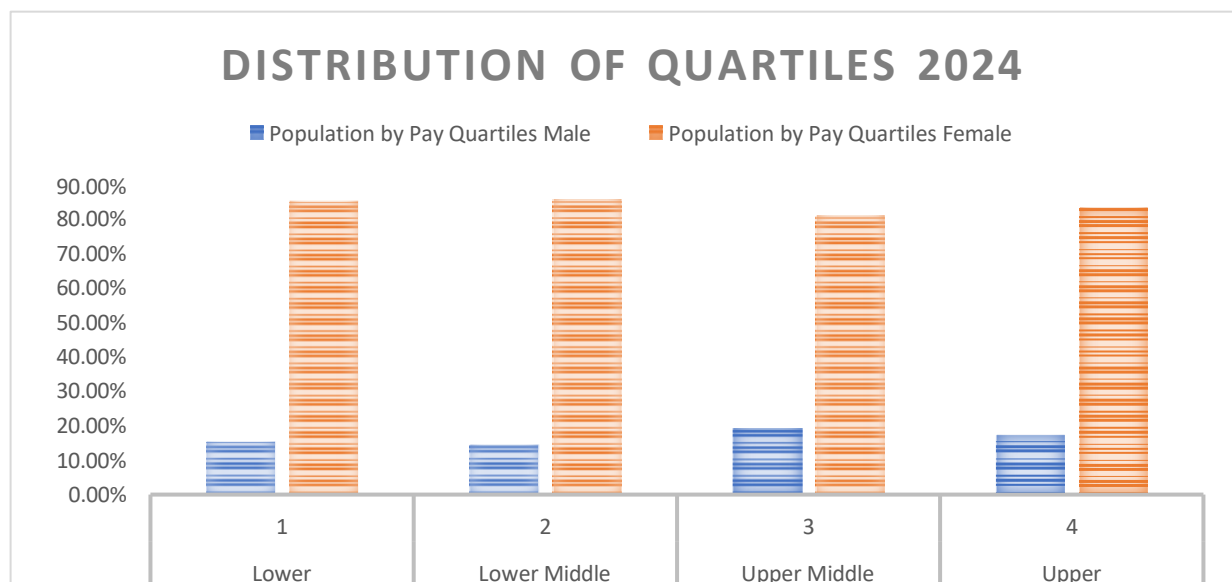
The key variances in mean and median hourly rates for part-time staff can be attributed to the types of roles female staff work part time in comparison to males. There are more female staff who choose to work part time in higher paid roles than males. Male staff who choose to work part time are on lower paid scales.

## Quartile Pay Bands:

As Part of the organisations statutory pay reporting, we are required to identify pay quartiles to explain the overall pay gaps. These pay quartiles may identify where an organisation has an opportunity to address any pay gap if required. The pay quartiles measure how many men and women are represented in each quartile of the organisation. This is calculated by splitting all employees within SMH into 4 even groups according to their level of pay (hourly rate). Hourly pay for both genders are listed from lowest in Quartile 1 to the highest in Quartile 4.

The following outlines the breakdown by gender in each quartile. Employees are divided into four equal quartiles based on their hourly rate – Lower, Lower Middle, Upper Middle and Upper. Each quartile represents 25% of the workforce.

Population by Pay Quartiles			
Quartiles	Quarter	Male	Female
Lower	1	14.41%	85.59%
Lower Middle	2	20.91%	79.09%
Upper Middle	3	15.48%	84.52%
Upper	4	16.16%	83.84%



St. Michael's House is a Section 38 funded organisation. All staff who are appointed to their roles are aligned to the HSE Consolidated Pay Scales.

From 2023 to 2024 women continue to dominate in all four pay quartiles.

When new staff are appointed, it is determined if they are entitled to incremental credit depending on their experience, and this determines the point on scale to which they are aligned and they are advised of their incremental date based on the service.

All staff receive an annual increment and move up their scale until they reach the maximum point on scale.

The Pay Gap arises because of the varying points on scale that an individual may be appointed, based on years of relevant service, not their gender. Therefore, St. Michael's House as an organisation cannot take any actions to address the Gender Pay Gap as it is not based on its employee's gender, rather it is based on their relevant public sector experience.