



St. Michael's House GENDER PAY GAP REPORT

31st December 2023

A company limited by guarantee. **Registered Office:** Ballymun Road, Ballymun, Dublin 9.

Chief Executive: Ms. Liz Reynolds

St. Michael's House: Co. No. 27628. CHY5692.

Chair: Mr. Ciarán Bolger, **Vice Chair:** Mr. Ray Mc Kenna, **Directors:** Prof. Anthony Staines, Dr. Jean Lane, Mr. Denis O' Connor, Mr. Tom Casey, Mr. Liam O'Donohoe, Mr. Ken Gormley, Ms. Dee. Moran, Mr. Máirtín Mac Aodha, Dr. Susan Kent, Ms. Shahla Sabetnia, Mr. Eoin Mc Vey.

Interim Company Secretary: Mr. Karl Wren

St. Michael's House:

St. Michael's House (SMH) provides a comprehensive range of services and supports to men, women, and children with disabilities and their families in 180 locations in the greater Dublin Area. It supports 1,953 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 1st May 2021).

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 2023, you must publish by 30th December 2023 and your reporting will be for payrolls from June 2022 to June 2023.

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-time women.

Median hourly rate of part-time men and that of part-time women.

Mean hourly rate of men on temporary contract and that of women on temporary contract.

Median hourly rate of men on temporary contract and that of women on temporary contract.

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.

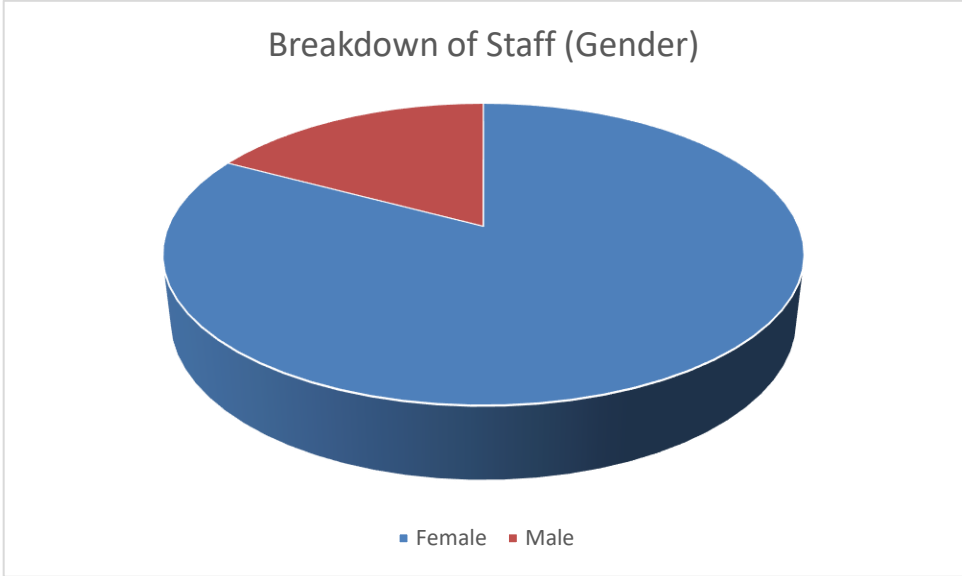
Lower middle remuneration quartile pay band.

Upper middle remuneration quartile pay band.

Upper remuneration quartile pay band

SMH SNAPSHOT DATA FOR 31st December 2023:

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



Year	Female	Male	Total
2023	1561	324	1885
	83%	17%	100%

Overview of St Michael's House Data

Gender Pay Gap by	Mean	Median
Hourly Rate	3.15%	4.53%
Bonus	0.00%	0.00%
Hourly Rate Part Time	-8.27%	-6.82%
Hourly rate Temp Contractor	4.98%	5.89%

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	3.15%	4.53%		-8.27%	-6.82%
Bonus	0%	0%		0%	0%
BIK	0%	0%		0%	0%

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 3.15% more than females. The mean hourly rate of pay for males who are part time staff is 8.27% less than females.
2. For all staff the variance of 3.15% 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 4.53% more than females. The median hourly rate of pay for males who are part time staff is 6.82% less than females.

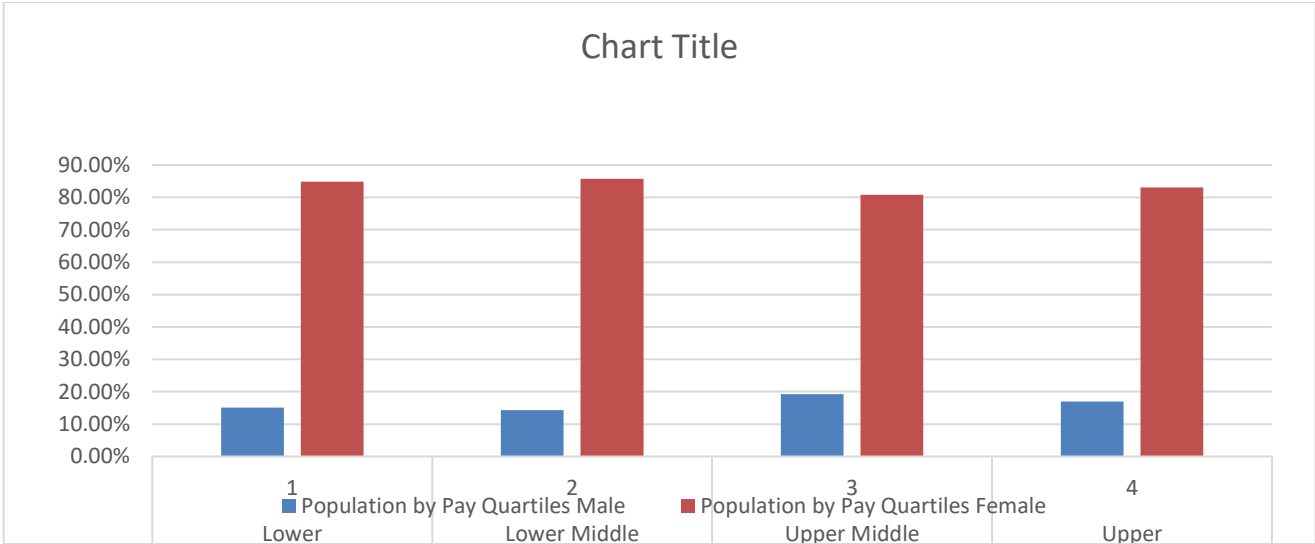
The key variances in mean and median hourly rates for part-time staff can be attributed to the types of roles female staff work part time in comparison to males. There are more female staff who choose to work part time in higher paid roles than males. Male staff who choose to work part time are on lower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

Our Gender proportions across Pay Quartiles

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 proportion of males and female employees in each quartile as a percentage for example the percentage of male employees in the lower quartile and percentage of female employees in the lower quartile and so on.

Population by Pay Quartiles	Quartile	Male	Female
Lower	1	15.14%	84.86%
Lower Middle	2	14.29%	85.71%
Upper Middle	3	19.20%	80.80%
Upper	4	16.96%	83.04%



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.

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 to 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.