

Barrog Healthcare Gender Pay Gap Report

2023/24

Introduction

What is the Gender Pay Gap (GPG)?

The GPG reflects the difference in average hourly wages between men and women in an organisation. According to the Gender Pay Gap Information Act 2021, organisations with over 150 relevant employees are required to report on their GPG by 2024.

This report complements Barrog Healthcare's thorough internal pay equity review, aimed at identifying pay disparities among employees performing similar roles at the same level.

A note About Barrog Healthcare

Our Commitment to Equality

Barrog Healthcare is proud to be an equal opportunities employer, dedicated to treating all employees fairly.

Employee pay rates are determined by our Pay Scale, which is consistent across all grades, irrespective of gender

Our Belief

We believe that a diverse workforce enhances our ability to provide exceptional care.

Our Services

We operate year-round, 24/7 providing services to individuals in need of support.

Context

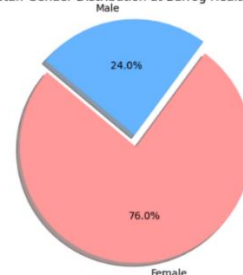
Workforce Overview

As of 30th June, 2024, Barrog Healthcare employed 174 individuals. This report focuses on the gender pay gap for 149 employees (both full-time and part-time) who were compensated on the snapshot date.

Current Gender Profile

Barrog Healthcare has a gender pay gap influenced by several factors, with our workforce predominantly female at just under 76%.

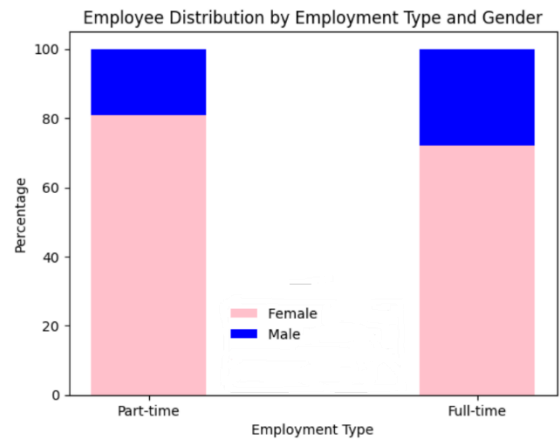
Staff Gender Distribution at Barrog Healthcare



Flexibility and Retention

Importance of Flexibility

We recognise the significance of attracting and retaining talent, with flexibility being a key aspect for current and future employees. Notably, 43% of our workforce utilises flexible working patterns, and among our part-time employees, 81% are female, compared to 72% for full time employees.



Data source

The data in this report is derived from payroll reports from Bright HR, One Touch TMS, and SAGE payroll records.

Confidentiality Assurance

All data presented in this report is aggregated, ensuring that no individual employee information is identifiable.

Our 2024 pay gap data

The gender pay gap looks at two parameters: the mean and median hourly pay for men and women. We use the mean and median pay of men as the baseline and compare the pay for women against this with a positive number reflecting a more favourable average for men and a negative number reflecting a more favourable average for women.

- The mean gender pay gap calculation shows the difference between the average hourly rates that are paid to men and women.
- The median gender pay gap tells us more about the variation in pay between men and women by stacking our pay data and comparing the midpoint of pay for men and women.

Note: The gender pay gap analysis does not account for differences in roles nor how the compensation for roles may vary across salary, bonus and equity.

Each quartile represents the percentage of male and female employees by pay earned, with the highest earning employees in the Upper Quartile.

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male	27%	22%	16%	32%
Female	73%	78%	84%	68%

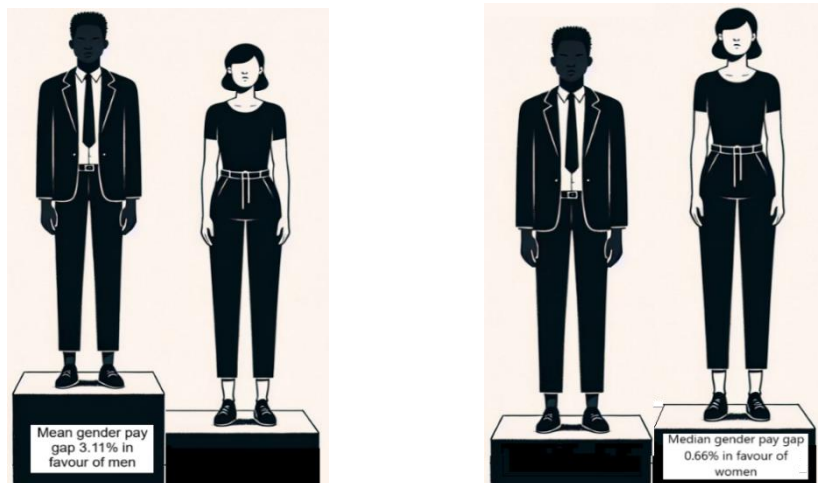
Pay

Our pay calculations exclude July 23 pay and include pay from July 24 for employees who are paid in arrears. Although the hours for Sleepovers (from 12am – 8am when staff are asleep on site) are excluded in the workings for total hours of work, the pay for time spent sleeping is included.

Mean and median hourly pay gap for full time, part time and temporary staff in 2024

	All staff	Part time	Temporary
Mean	3.11%	-5.55%	n/a
Median	-0.66%	-10.94%	n/a

Note: a negative number reflects a more favourable average for women



The Department of Social Protection benefits received for Maternity, Adoptive, Paternity and Parents leave are included in the average pay workings at the maximum rates of pay per week per the DSP.

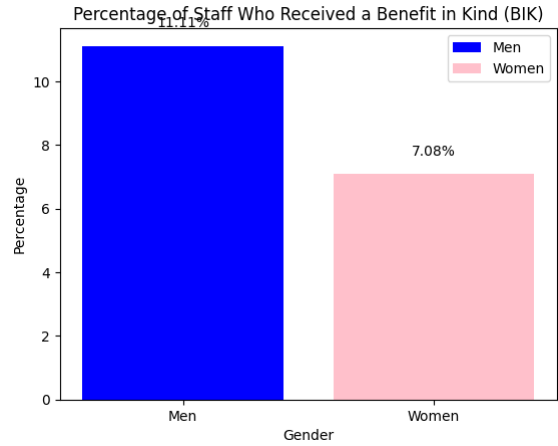
Benefit in Kind

Benefit in kind is any non-cash item that is provided to an employee that has a monetary value. This may include:

- Loans to staff
- Competition prizes

Within the organisation:

- 11.11% of men received BIK
- 7.08% of women received BIK



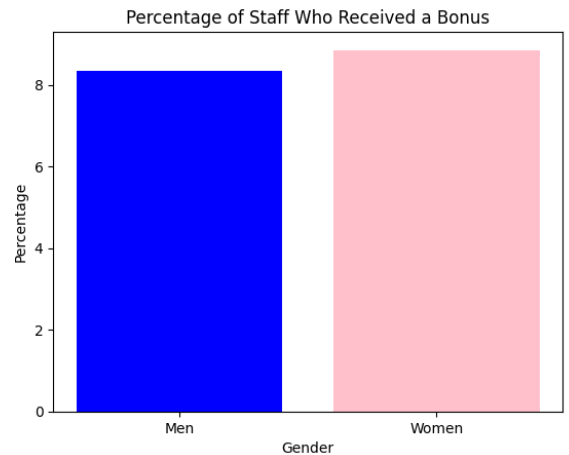
Bonus Pay

Bonuses within Barrog Healthcare refer to a number of activities, these include:

- Employee of the month
- Competitions
- Recruitment Refer a Friend scheme

Within the organisation:

- 8.33% of men received a bonus
- 8.85% of women received a bonus



Bonus pay gap

Mean	-190.91%
Median	0%

Reasons for our gender pay gaps

The overall mean pay gap for all staff is influenced by the significant presence of men in senior leadership positions. Conversely, other pay gaps arise from the lower number of men and the higher number of women in various roles throughout Barrog Healthcare. This pattern is not uncommon in our industry, and we are dedicated to addressing and reducing the gender pay gap.

Barrog Healthcare is committed to continuing the trend of promoting female leadership and in continuing to build a culture of diversity, respect and inclusion. We believe that these actions will, in time, serve to reduce our gender pay gap and we look forward to reporting annually on this progress.

Further information

For more information regarding our gender pay gap, please contact us

E: info@barroghealthcare.ie | **W:** barroghealthcare.ie

Barrog Healthcare, Unit 9, Newlands Business Park, Clondalkin, Co Dublin, D22E20