



CHEEVERSTOWN

A FUTURE WHICH EMPOWERS PEOPLE WITH INTELLECTUAL
DISABILITIES TO REALISE THEIR POTENTIAL AND LIVE A GOOD LIFE.

Gender Pay Gap Report

Cheeverstown House



Introduction

Cheeverstown House is a section 38 service provider which is fully funded by the HSE and subject to the Department of Health Consolidated Salary Scales. We provide services and support to people with an intellectual disability based in the areas of South Dublin and parts of Kildare and Wicklow. Our services include residential supports in community based homes, day service, provisions of respite, individualised supports and multi- disciplinary supports.

As is typical in our sector, the majority of staff are female. In the selected reference year from July 2021 to June 2022 our number of female employees was 411 out of a total number of 511 employees

Cheeverstown selected a reference date of 30 June 2022 and therefore the information included in this report refers to the year from 1 July '21 to 30 June '22.

Mean Pay Gap – All Employees.

The mean pay gap shows the difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender.

GPG All Employees	Female	Male	Pay Gap (€)	Pay Gap (%)
Mean Hourly Pay	€22.33	€21.32	-€1.01	-4.7%
Total headcount/ ratio	411 / 80.4%	100 / 19.6%		

The gap is -4.7% showing that the average pay of females is higher than males by 4.7%.

Median Pay Gap – All Employees

The median pay gap shows the difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender. This is a comparison between the mid –way point for males and for females.

GPG All Employees	Females	Males	Pay Gap (€)	Pay Gap (%)
Median Hourly Pay	€21.22	€19.68	-€1.54	-7.8%
Total headcount/ ratio	411 / 80.4%	100 / 19.6%		

The median pay gap for all employees is -7.8% showing a higher mid-way point for females than males of 7.8%

Part Time Employees

The ratio of male to female part-time employees differs to that of all employees above. In particular, the ratio of females to males in the upper quartile increases the gender pay gap in both euro and percentage terms as summarised below.



GPG Part-Time Employees	Females	Males	Pay Gap (€)	Pay Gap (%)
Mean Hourly Pay	€22.06	€19.94	-€2.12	-10.6%
Median Hourly Pay	€21.23	€17.53	-€3.70	-21.1%
Total headcount/ ratio	152 / 91.6%	14 / 8.4%		

Mean Pay Gap – Part Time Employees

The mean pay gap for all part-time is -10.6% showing that the average pay of females is 10.6% higher than males.

Median Pay Gap – Part Time Employees

The median pay gap for part-time employees is -21.1%, showing a higher mid-way point for females than males by 21.1%

Temporary Employees

GPG Temporary Employees	Female	Males	Pay Gap (€)	Pay Gap (%)
Mean Hourly Pay	€19.72	€16.97	-€2.75	-16.2%
Median Hourly Pay	€18.27	€16.02	-€2.25	-14%
Total headcount/ ratio	49 / 75%	16 / 25%		

Mean Pay Gap – Temporary Employees

The mean pay gap for all Temporary Employees is -16.2% showing that the average pay of females is 16.2% higher than males.

Median Pay Gap – Temporary Employees

The median pay gap for all Temporary Employees is -14% showing that the average pay of females is 14% higher than males.

Quartile Bands

The following chart shows the ratio of females to males in each quartile band.

Quartile	Female	Male
Lower Quartile	73%	27%
Lower Middle Quartile	84%	16%
Upper Middle Quartile	80%	20%
Upper Quartile	85%	15%

Bonus and Benefit in Kind

There are no bonus payments in Cheeverstown, and therefore it is not applicable.

There are no benefit-in-kind payments in Cheeverstown, therefore it is not applicable.



Summary Conclusion

In Cheeverstown 80.4 % of staff members are female. The organization provides services and supports to people with intellectual disability.

The mean difference in the pay gap is -4.7 %, is reflective of the number of female employees in the upper-middle quartile.

The organization applies the Department of Health and Children Consolidated Pay Scales. Within each pay scale we expect a minimal difference. Frontline employees encompassed in this report support people on a twenty- four- hour, seven days per week basis, through weekends, overnights, and holiday periods.

Cheeverstown continues to support family friendly arrangements in so far as possible while providing services to the individuals we support.

