



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 2022 to June 2023 our number of employees was broken down as having 421 female employees and 109 male giving a total number of 523 employees

Cheeverstown selected a reference date of 30 June 2023 and therefore the information included in this report refers to the year from 1 July '22 to 30 June '23.

## **All Employees**

### **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.

<b>GPG All Employees</b>	<b>Female</b>	<b>Male</b>	<b>Pay Gap (€)</b>	<b>Pay Gap (%)</b>
Mean Hourly Pay	€24.64	€24.48	-€0.17	-0.7%
Total headcount/ ratio	421/ 80.5%	102/ 19.5%		

The gap is -0.7% showing that the average pay of females is higher than males by 0.7%.

### **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.

<b>GPG All Employees</b>	<b>Females</b>	<b>Males</b>	<b>Pay Gap (€)</b>	<b>Pay Gap (%)</b>
Median Hourly Pay	€23.35	€21.37	-€1.98	-9.3%
Total headcount/ ratio	421/ 80.5%	102/ 19.5%		

The median pay gap for all employees is -9.3% showing a higher mid-way point for females than males of 9.3%

### **Quartile Bands – All Employees**

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

<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Lower Quartile	73%	27%
Lower Middle Quartile	82%	18%
Upper Middle Quartile	82%	18%
Upper Quartile	81%	19%



### **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.

<b>GPG Part-Time Employees</b>	<b>Females</b>	<b>Males</b>	<b>Pay Gap (€)</b>	<b>Pay Gap (%)</b>
Mean Hourly Pay	€24.81	€26.49	€1.68	6.3%
Median Hourly Pay	€23.87	€19.23	-€4.64	-24.1%
Total headcount/ ratio	150/ 89.8%	17/ 10.2%		

#### **Mean Pay Gap – Part Time Employees**

The mean pay gap for all part-time is +6.3% showing that the average pay of females is 6.3% lower than males.

#### **Median Pay Gap – Part Time Employees**

The median pay gap for part-time employees is -24.1%, showing a higher mid-way point for females than males by 24.1%

#### **Quartile Bands – Part Time Employees**

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

<b>Quartile</b>	<b>Female</b>	<b>Male</b>	<b>Female #</b>	<b>Male #</b>
Lower Quartile	76%	24%	32	10
Lower Middle Quartile	90%	10%	38	4
Upper Middle Quartile	100%	0%	42	-
Upper Quartile	93%	7%	38	3

We note there 17 part time males and 150 part time females so both the mean and median pay gaps are susceptible to inconsistencies (ie the mean vs median Gender Pay Gap) depending on the distribution of males within the quartile bands.

### **Temporary Employees**

<b>GPG Temporary Employees</b>	<b>Female</b>	<b>Males</b>	<b>Pay Gap (€)</b>	<b>Pay Gap (%)</b>
Mean Hourly Pay	€22.43	€19.03	-€3.40	-17.9%
Median Hourly Pay	€20.42	€17.50	-€2.92	-16.7%
Total headcount/ ratio	#62/ 74.7%	#21/ 25.3%		

#### **Mean Pay Gap – Temporary Employees**

The mean pay gap for all Temporary Employees is -17.9% showing that the average pay of females is 17.9% higher than males.

#### **Median Pay Gap – Temporary Employees**

The median pay gap for all Temporary Employees is -16.7% showing that the average pay of females is 16.7% higher than males.



### **Quartile Bands – Temporary Employees**

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

<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Lower Quartile	67%	33%
Lower Middle Quartile	67%	33%
Upper Middle Quartile	86%	14%
Upper Quartile	80%	20%

### **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 80.5 % of staff members are female. The organization provides services and supports to people with intellectual disability, and it is unsurprising that the significant majority of staff are female, as this was, and remains to be, a career typically followed by females.

The mean difference in the pay gap is -0.7 %, 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.