



# Gender Pay Gap Report

## Muiríosa Foundation

### Issued December 2022

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*22 December 2022*  
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Directors: Ms. Annemarie Loughran; Mr Brendan Broderick; Mr Francis Donnelly; Mr. Jim O'Brien; Ms Kate Quinlan;  
Ven Leslie Stevenson; Ms Mary Culliton; Ms Maureen Windle; Ms. Molly O' Keeffe; Mr Tommy Breen.

Company Registration No. 353975

Muiríosa Foundation is a Company Limited by Guarantee

Registered in Dublin

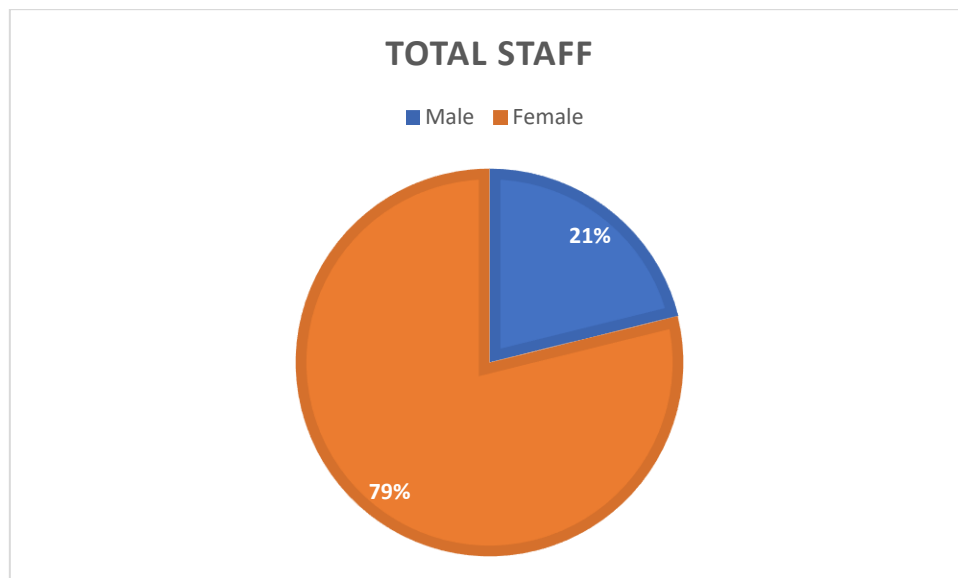
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## **Introduction.**

The Muiríosa Foundation provides services and support to people with intellectual disability and / or autism based in the Midlands of Ireland, across Laois, Offaly, Kildare, Westmeath, Meath, Longford, Tipperary. Services include Residential supports in community based homes, Day Services, provision of Respite, Individualised supports, Pre-Schools and multi-disciplinary supports.

As is typical in our sector, the majority of staff are female. In the reference year, 79% of staff employed are female out of a total number of relevant employees of 1,272.

The Muiríosa Foundation selected a reference date of 30<sup>th</sup> June 2022, and therefore the information included in this report refers to the year from 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022.



## **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.

The gap is -3.39%, showing that the average pay of females is higher than males by 3.39%.

## **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

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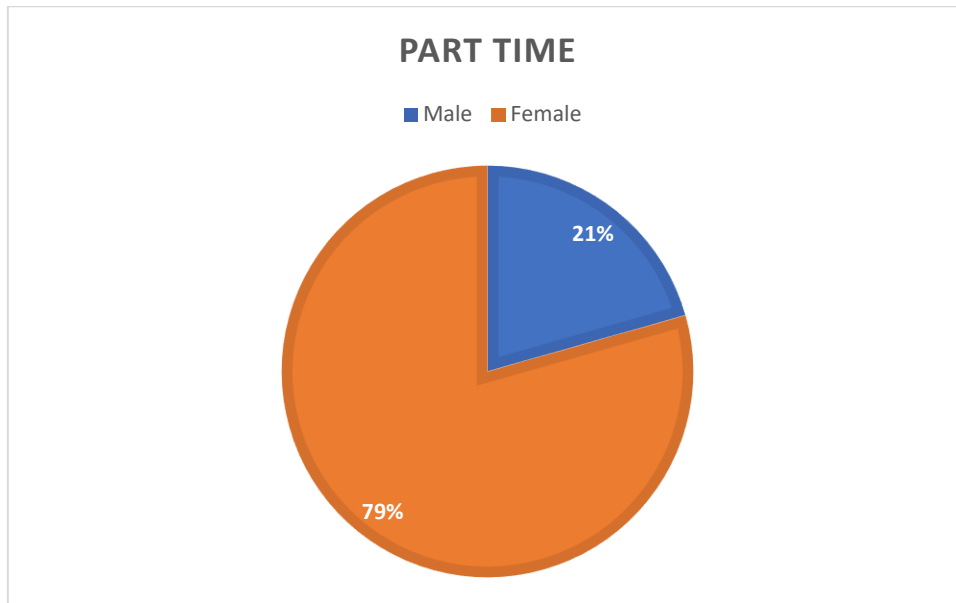
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male gender. This is a comparison between the mid-way point for males and for females.

The median pay gap for all employees is -3.21%, showing a higher mid-way point for females than males by 3.21%.

### **Part Time employees**

The ratio of male to female part-time employees is like that of all employees above.



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

The gap is -3.23%, showing that the average pay of females is higher than males by 3.23%. in the part-time employee group

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

The median pay gap for Parttime employees is -1.48%, showing a higher mid-way point for females than males by 1.48%.

### **Temporary Employees**

In the reference year there were seventeen relevant employees on temporary contracts, eleven female and six male staff.

The gap is -9.9%, showing that the average pay of females is higher than males by 9.9%. in the part-time employee group. The median gap is -14.8%

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## **Summary Tables.**

The following tables summarise the pay gaps.

Mean Pay Gap	Mean Pay Gap
All Employees	-3.39%
Part Time	-3.23%
Temporary	-9.9%

Median Pay Gap	Mean Pay Gap
All Employees	-3.21%
Part Time	-1.48%
Temporary	-14.8%

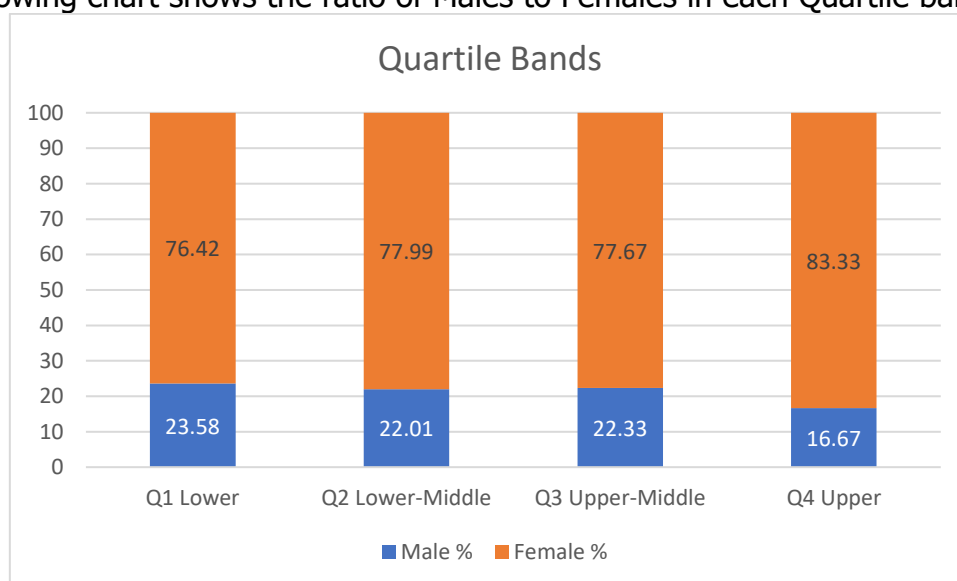
## **Bonus and Benefit-In-Kind.**

There is no bonus payment in the Muiríosa Foundation, and therefore it is not applicable.

There is no benefit-in-kind applicable in the Muiríosa Foundation, and therefore it is not applicable.

## **Quartile Bands**

The following chart shows the ratio of Males to Females in each Quartile band.



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## **Summary Conclusion**

In the Muiríosa Foundation 79% of staff members are female. The organisation provides services and support 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 -3.39%, is reflective of the number of female employees in the Upper Quartile.

The organisation applies the Department of Health and Children Consolidated Pay Scales. Within each pay scale we expect a minimal difference. For example, the Social Care Worker group, within which 86% are females and 14% males, the mean pay gap is -0.04%.

Frontline employees encompassed in this report support people on a twenty-four hour, seven day per week basis, through weekends, overnights, and holiday periods. The frontline staff comprise 90% of the total staff group.

The Muiríosa Foundation continues to support family-friendly arrangements in so far as possible while providing services to the individuals we support.

Enquiries may be directed to the email address on the cover page of this report.

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