



Gender Pay Gap Report

Muiríosa Foundation

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Olive Leonard
Director of Human Resources
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[Email olive.leonard@muiriosa.ie]

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Directors: Ms Annemarie Loughran; Mr Brendan Broderick; Mr Ed Farrell; Mr Jim O'Brien; Ms Kate Quinlan;
Ven Leslie Stevenson; Ms Mary Culliton; Mr Tommy Breen.

Company Registration No. 353975

Muiríosa Foundation is a Company Limited by Guarantee

Registered in Dublin

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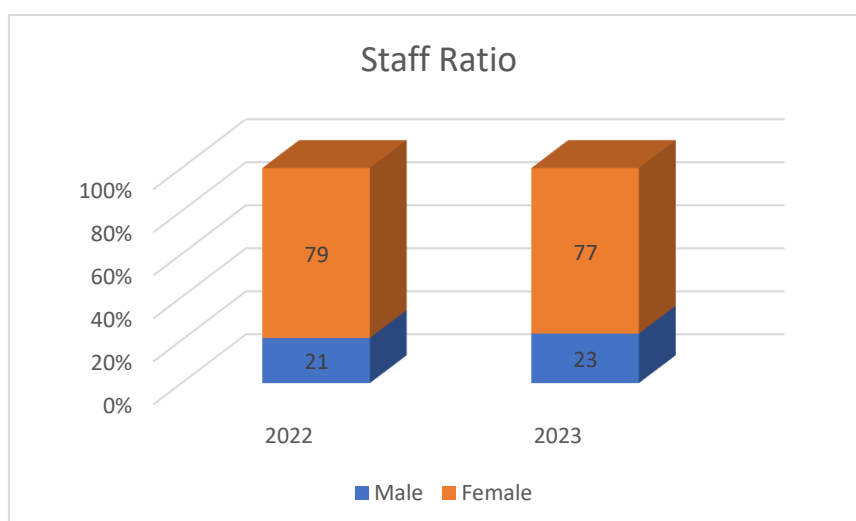
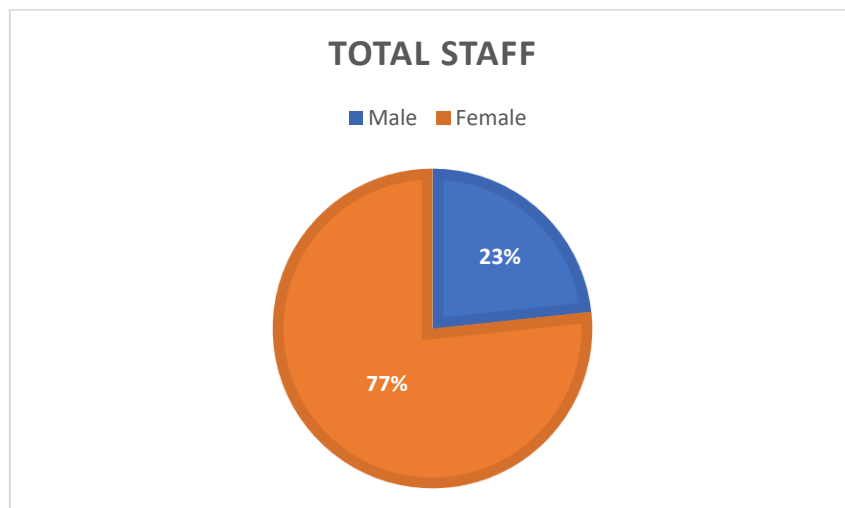
Introduction.

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, 77% of staff employed are female out of a total number of relevant employees of 1,389, an increase of 117 employees in the year. The ratio of males employed has increased by 2 percentage points compared with 2022.

The Muiríosa Foundation selected a reference date of 30th June 2023, and therefore the information included in this report refers to the year from 1st July 2022 to 30th June 2023.

2023



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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 – 3.96%. In the case of the Muiríosa Foundation the mean pay gap is in favour of female staff.

Median Pay Gap- All Employees

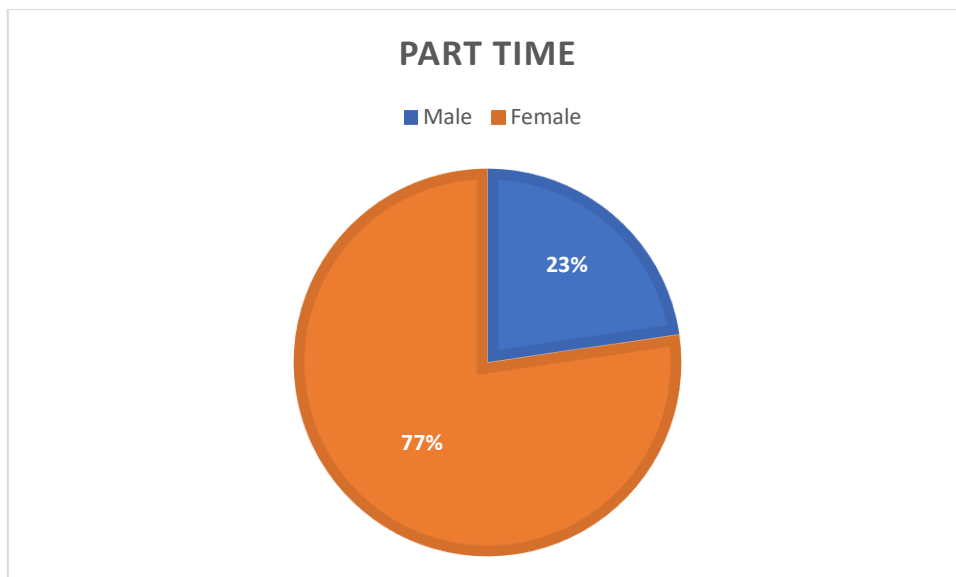
The median pay gap shows the difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender. This is a comparison between the mid-way point for males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

The median pay gap for all employees is -3.58%, also in favour of female employees.

Part Time employees

The ratio of male to female part-time employees is the same as overall employees. There is no difference in this ratio.

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Mean Pay Gap - Part Time Employees

The gap is -2.19% for those on part-time contracts, which is narrower than the overall gap reported for all employees.

Median Pay Gap - Part Time Employees

The median pay gap for Part-time employees is 0.5%, showing a slightly higher mid-way point for males than females. This is a reverse finding compared to 2022, where the gap was -1.21%

Temporary Employees

In the reference year there were 26 relevant employees on temporary contracts, 19 female and 7 male staff.

The mean pay gap is -8%, showing that the average pay of females is higher than males in the part-time employee group. The median gap is -6.99%. This gap is also closer than 2022.

Summary Tables.

The following tables summarise the pay gaps.

Mean Pay Gap	2022	2023
All Employees	-3.39%	-3.96%
Part Time	-3.23%	-2.19%
Temporary	-9.9%	-8%

Median Pay Gap	2022	2023
All Employees	-3.21%	-3.58%
Part Time	-1.48%	0.50%
Temporary	-14.8%	-6.99%

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 to staff in the Muiríosa Foundation, and therefore it is not applicable.

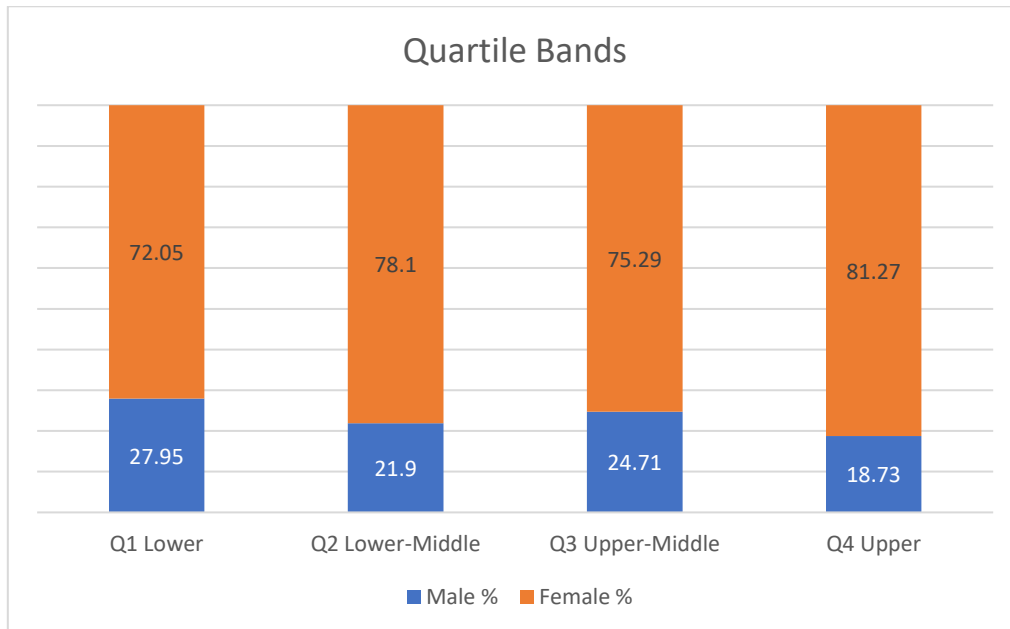
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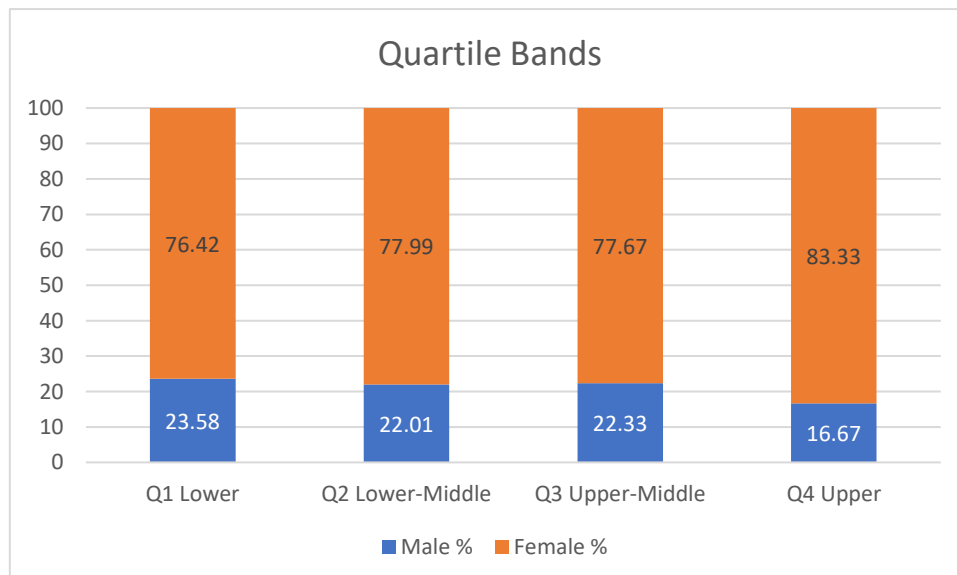
Quartile Bands

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

2023



Previous Year 2022



The above charts show the ratio of males to females in each quartile band. The ratio of males has increased across all bands, except for the Q3 Upper-Middle band.

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Summary Conclusion

In the Muiríosa Foundation 77% 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 number of males entering into the profession is increasing and this can be seen even on the one year information contained in this report.

The mean difference in the pay gap is -3.96%, is reflective of the number of female employees with long service 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 84% are females and 16% males, the mean pay gap is 0.13%.

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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