



# ROI Gender Pay Gap Report



December 2023

# Introduction

Praxis Care is committed to fostering an environment where everyone is treated equally, regardless of their sex, religion, beliefs or background. This commitment to equality is closely tied to one of our core values: integrity.

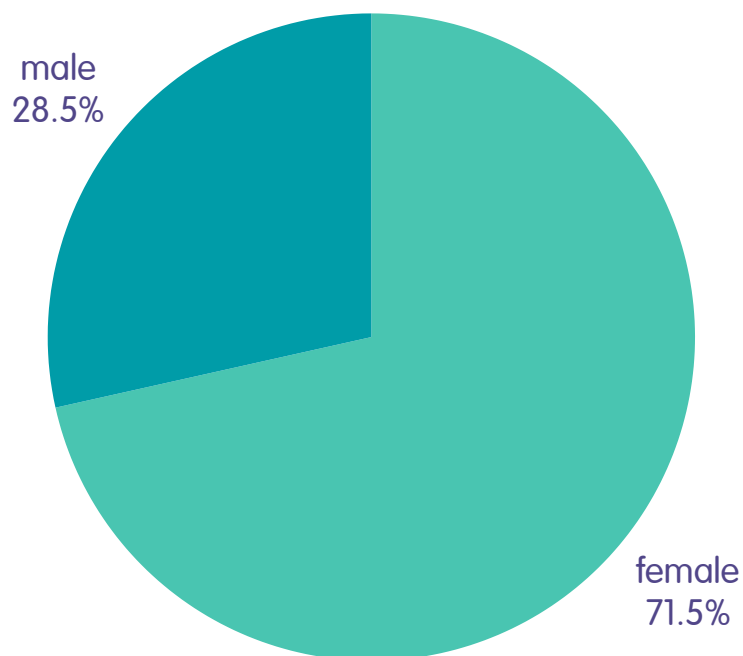
Acting with integrity includes being transparent about how we support and treat our employees. As part of this commitment, we are proud to present our second annual Gender Pay Gap report. Through this report, we aim to evaluate the gender diversity within our workforce, compare our progress with the 2022 findings, and identify areas where we can continue to improve.

Our results are based on our employee data on a snapshot date of 30th June 2023. Therefore the reference period for all of our pay data is from 1st July 2022 to 30th June 2023. All employees, including those absent from work for reasons such as long term sickness absence, are included in the report.



# What our data says about US

There was a total of 675 employees on 30th June 2023, made up of 481 females and 193 males. Traditionally the health and social care sector is pre-dominantly female orientated and this is reflected in the breakdown of our overall employee headcount. This ratio is similar to last year: in 2022, 72% of our workforce was female and 28% was male.



Praxis Care is an equal opportunities employer and our equality statement is visible on all of our job adverts. We are committed to equality of opportunity and recruitment and selection based on merit.



# Mean and median pay gaps

- The mean pay gap is the difference between the average pay rate for males and the average pay rate for females.
- The median pay gap is the difference in pay between the middle placed male and the middle place female.

## Pay Gap for All Staff

Mean Pay Gap	Median Pay Gap
-7.06%	5.93%

- The mean pay gap for all staff is 7.06% in favour of females vs 2022, when it was 4.3% in favour of males.
- The median pay gap for all staff is 5.93% in favour of males, vs 2022 when it was 4.8% in favour of males.

## Pay Gap for Part Time Staff

Mean Pay Gap	Median Pay Gap
-9.6%	-3.47%

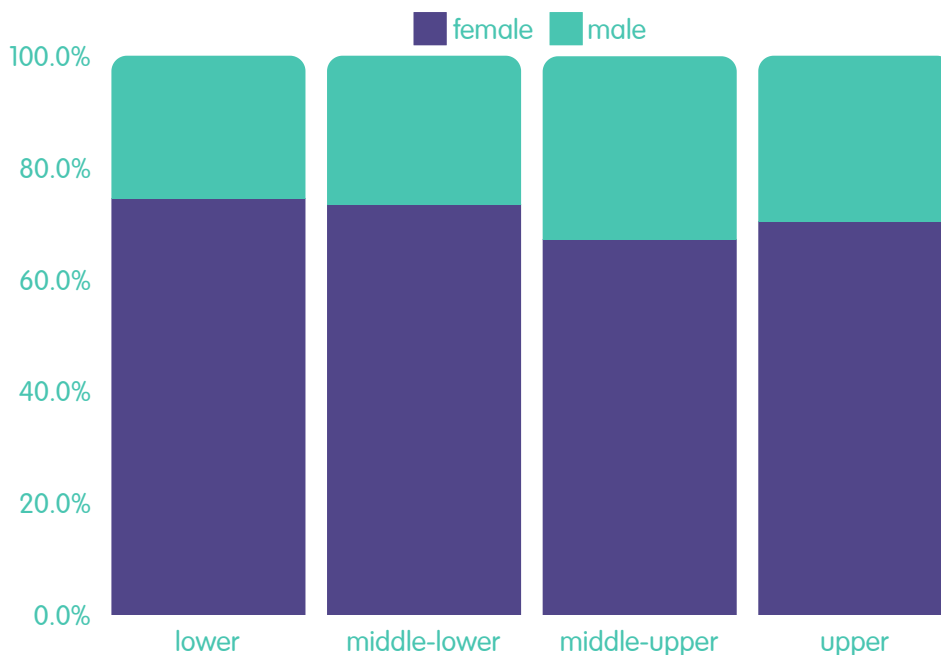
- The mean pay gap for part time staff is 9.6% in favour of females vs 2022, when it was 11.4% in favour of males.
- The median pay gap for part time staff is 3.47% in favour of females vs 2022, when it was 13.3% in favour of males.



At Praxis Care we are satisfied that males and females are paid equally for doing equivalent roles across the organisation. We have a salary scale for every grade of staff and the same scale is used for both male and female employees. An employee's length of service, qualifications and experience are the sole determinants of where on the salary scale point an employee is placed.

## Quartiles

The use of quartiles (dividing the data into four equally sized groups based on hourly pay) allows us to review the distribution of male and female employees across pay ranges.

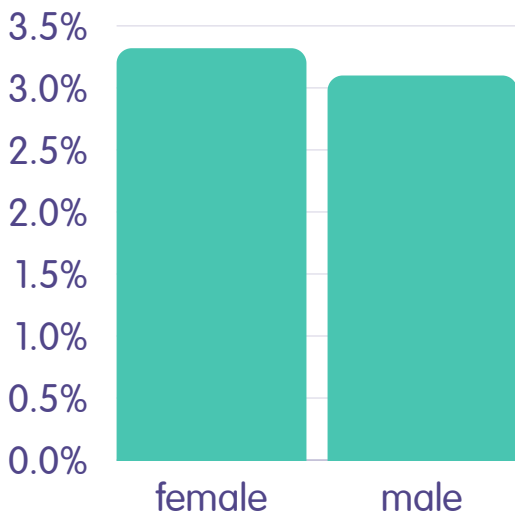


As our workforce is predominantly female (71.5%), the above chart shows that our female and male employees are distributed across each of these groups in a way that generally reflects the ratio of females to males across the whole organisation. These findings are very similar to our 2022 gender pay gap report.



# Benefit in Kind

16 out of our 481 female employees and 7 out of our 193 male employees received Benefits in Kind in the form of pension and car allowance contributions.



A car allowance is only provided to those in Director and Regional Director roles. Three out of the four employees in these positions are female. A pension is only provided to Managers and above grades. We note only seven of our male staff in these grades have joined the pension. We aim to send out communication all staff in these grades with information on how to join the pension and the benefits in doing so.

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# Bonuses

There is a requirement for organisations to report their % of male and female employees paid bonuses, the mean bonus remuneration of male and of female employees and the median bonus remuneration of male and of female employees. As Praxis Care is a charity we do not issue bonuses to our staff and therefore have no disclosures for the reporting requirements around these parts.



# Actions Taken

We as an organisation continue to carry out the following activities to promote diversity and inclusion within our organisation:

- Provide culture training within some services which focuses on the organisations values, staff's roles and responsibilities and working as part of a team with people from diverse backgrounds.
- Offer more flexible working and part time hours for our roles, moving beyond the traditional full-time 39-hour structure.
- Promote our flexible working policy which is available to all staff to promote a healthy work-life balance and to support staff with commitments outside of work.
- Deliver recruitment and selection training with staff in management. Training is required before they participate in recruitment and selection, ensuring they are educated about and aware of their responsibilities to ensure equal opportunities, fair recruitment and fair selection.



# Praxis Care



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