



Kare

Promoting Inclusion for
People with Intellectual Disabilities

GENDER PAYGAP REPORT

Snapshot date: 30th June 2024

Gender Pay Gap “GPG”

The GPG refers to the difference in the average hourly pay of females compared to males in a particular organisation and is designed to capture the extent to which females are evenly represented across an organisation.

The Legislation

The Gender Pay Gap Information Act 2021 (the “Act”) was signed into law on 13 July 2021. The Act amends the Employment Equality Acts 1998 to 2015 in the form of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 (“the Regulations”).

Our Report

The report on the snapshot date must be published setting out the reasons for such differences and the measures being taken or proposed to eliminate or reduce such differences.

Our snapshot date is determined to be 30 June each year. The detail is published within 6 months of that date for the previous 12 months.

The following must be included in the Report;



- the difference between the
 - mean hourly rate for all men and that for all women
 - median hourly rate for all men and that for all women
 - mean bonus for all men and that for all women
 - median bonus for all men and that for all women
 - mean hourly rate of part-time men and that of part-time women
 - median hourly rate of part-time men and that of part-time women
 - mean hourly rate of men on temporary contact and that of women on temporary contact
 - median hourly rate of men on temporary contact and that of women on temporary contact
 - the % of men paid bonus and the % of women paid bonus
 - the % of men in receipt of BIK and the % of women in receipt of BIK
- and the % of male employees and % of female employees who fall within;
 - Lower remuneration quartile pay band
 - Lower middle remuneration quartile pay band
 - Upper middle remuneration quartile pay band
 - Upper remuneration quartile pay band

Context

Kare is a Section 38 funded organisation. All staff appointed to employment in Kare are aligned to the HSE Consolidated Pay Scales. New staff joining our organisation may be entitled to incremental credit depending on their experience. All staff receive an annual increment and move a point on their scale until they reach the maximum point. The GPG arises as a result of the point on scale of the individual based on years of service.



OUR SNAPSHOT DATA FOR 30 JUNE 2024

All Staff:

All Staff *	2024 %	2024 Number	2023 %	2023 Number
	20.99%	140	20.57%	129
	79.01%	527	79.43%	498
Total	100%	667	100%	627

* Excludes staff employed on our Community Employment Schemes.

Part time Staff (PT STAFF):

All Staff	2024 %	2024 Number	2023 %	2023 Number
	17.29%	65	17.15%	59
	82.71%	311	82.85%	285
Total	100%	376	100%	344

Gender Pay Gap Snapshot:

Gender Pay Gap - Summary 2024

	All Staff		Part Time	
	Mean	Median	Mean	Median
Hourly Rate	1.07%	-1.31%	-10.35%	-4.91%
Bonus	0%	0%	0%	0%
BIK	0%	0%	0%	0%
Temp Contractors	0%	0%	0%	0%

Gender Pay Gap - Summary 2023

	All Staff		Part Time	
	Mean	Median	Mean	Median
Hourly Rate	-1.95%	-3.21%	-16.26%	-11.05%
Bonus	0.00%	0.00%	0.00%	0.00%
BIK	0.00%	0.00%	0.00%	0.00%
Temp Contractors	0.00%	0.00%	0.00%	0.00%

- 2024 is the first year since publishing the GPG report that the mean pay of males is 1.07% higher than females, albeit a very small margin.
- 71% of the Senior Management Team, 40% of our Operations Managers and 84% of our Service Managers are Females.
- Mean gender pay gap – the difference between the mean (average) hourly rate of pay of male employees and that of female employees. The mean hourly rate of pay for males is 1.07% higher than females. For Part time staff the mean hourly rate of pay for males is 10.635% less than females.
- For all staff the variance of 1.07% is a change from (1.95%) in 2023. The average hourly rate paid to males is €24.29 vs €24.04 to females. As noted in the context, we appoint all staff onto their relevant grade on the HSE Consolidated Pay Scales and staff are awarded an annual increment. The primary reason for the change in reported mean pay relates to the types of roles recruited and filled in the reporting period to June 2024 with a higher proportion of females appointed to frontline positions with lower hourly rates. This reduces the overall average hourly rate paid to females in the reporting period vs males.
- Median gender pay gap – the difference between the median (middle) hourly rate of pay of all male employees and that of female employees. The median hourly rate of pay for males is 1.31% (2023: 3.21%) and for Part time staff is 4.91% (2023: 11.05%) less than females.
- The key variances in mean and median hourly rates for PT Staff can be attributed to the types of roles female staff work part time vs males. There are more female staff who choose to work part time in higher paid roles within our clinical teams. Male staff who choose to work part time are on lower paid scales. The highest hourly rate paid to a female part time staff is €59.27 vs €28.87 paid to the highest paid male part time staff member.

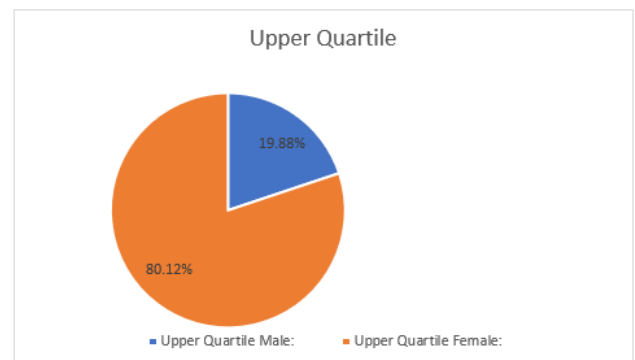
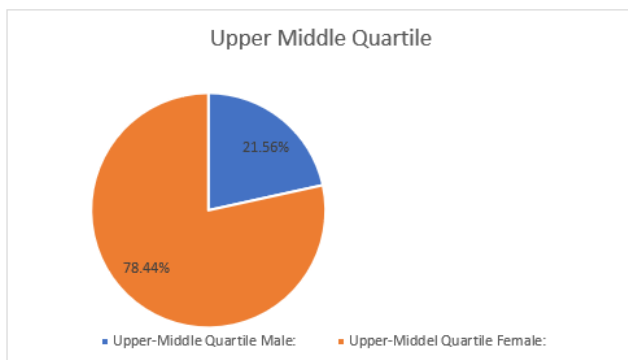
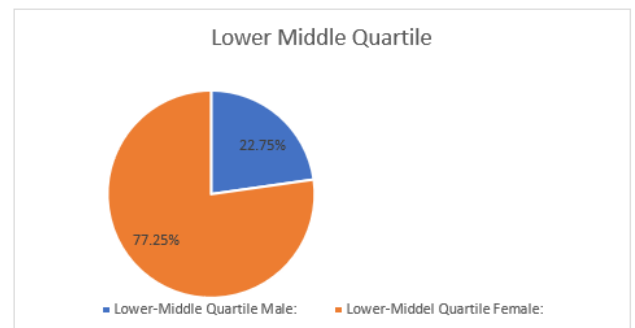
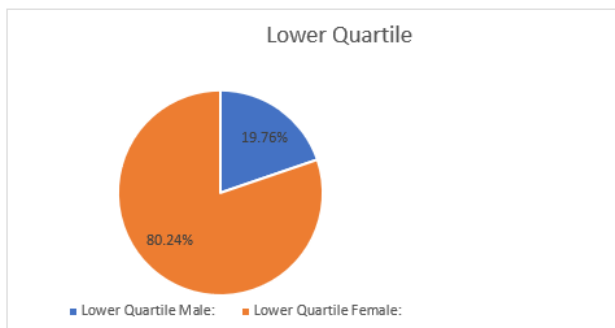
Our actions for 2025:

1. Monitor the trend that has resulted in a switch from a negative to a positive gender pay gap.

2. Research the national and international comparator figures for the male/female staff mix in social care roles and prepare an action plan to encourage social care as a career for males.

Quartile Pay Bands

The following outlines the breakdown by gender in each quartile. Employees are divided into four equal quartiles based on their hourly rate – Lower, Lower Middle, Upper Middle and Upper. Each quartile represents 25% of the workforce. Overall, the staff split between Male and Female in each quartile is consistent with the staff population ratio. There is no significant change in the staff mix in each quartile compared to 2023 which is in line with our expectations.



Conclusion:

Kare has reported a positive gender pay gap of 1.07% vs a negative gender pay gap of 1.95% in 2023. This shift occurred in our 2024 reporting period due to the higher placement of females to lower paid frontline positions, whilst appointment of males roles have remained consistent and in line with 2023. This has had a reduction in average hourly rates paid to females, albeit marginal.

In line with our values, Kare offers all staff equal opportunities and access to the same benefits such as family friendly leave, time off in lieu and other flexible working arrangements. At Kare gender does not play a part in emoluments paid.