

2024 Gender Pay Gap Report – St Joseph’s Foundation.

Background

St. Joseph’s Foundation (SJF) recognises the rights of every individual to participate in society and to be an integral part of their community.

We place a significant value on being open, accountable and transparent in all our dealings, both with service users and their families and with our service provision partners, included amongst which are the HSE, HIQA, Department of Education, ETB’s.

St. Joseph’s Foundation works to support each individual to be independent, by adopting a Person-Centred Approach.

Gender Pay Gap Report - 2024

1. **Snapshot Date:** 27 June 2024

2. **Headcount on relevant employees on Snapshot Date:** 486

3. Bonus

a. Percentage Male Paid Bonuses: 0%

b. Percentage Female Paid Bonuses: 0%

4. Benefits in Kind

a. Percentage Male Paid Benefits in Kind: 0%

b. Percentage Female Paid Benefits in Kind: 0%

5. Fulltime Hourly Remuneration Quartile

Quartile	Male	Female
Upper	15.4%	84.6%
Upper middle	17.7%	82.3%
Lower middle	25.9%	74.1%
Lower	32.3%	67.7%

6. Mean Hourly Remuneration – All employees

a. Male: €19.66

b. Female: €19.96

c. Pay Gap: €0.33 (plus for female staff).

7. Mean Hourly Remuneration – Part Time

- a. Male: €17.14
- b. Female: €21.33
- c. Pay Gap: €4.19 (plus for female staff).

8. Mean Hourly Remuneration – Temporary Contracts

- a. Male: €16.91
- b. Female: €16.29
- c. Pay Gap: €0.62 (minus for female staff).

9. Median Hourly Remuneration – All employees

- a. Male: €17.11
- b. Female: €18.71
- c. Pay Gap: €1.60 (plus for female staff).

10. Median Hourly Remuneration – Part Time

- a. Male: €17.14
- b. Female: €20.80
- c. Pay Gap: €3.66 (plus for female staff).

11. Median Hourly Remuneration – Temporary Contracts

- a. Male: €16.92
- b. Female: €15.82
- c. Pay Gap: €1.10 (minus for female staff).

Conclusion

The above demonstrates that there is largely a positive gender pay gap for women across the cohorts of SJF.

This is particularly the case with Part-time staff. Further analysis shows that there are many senior staff who are able to enjoy the benefits of part time work whilst also having the ability to perform a senior function within the Foundation.

The only exception is staff on Temporary contracts of employment. As temporary contracts are only for entry level positions it would appear to indicate the males on those contracts have held them for longer and thus are at a higher increment.

Management believe the above results are indicative of the work carried out at all levels of the organisation to apply family friendly policies and flexible working within the constraints of a 24/7/365-day person-centred service.