



Extern Ireland
Gender Pay Gap Report 2024



Understanding the Gender Pay Gap

The Gender Pay Gap Information Act 2021 requires organisations of over 250 employees to calculate and disclose the pay gap between male and female employees.

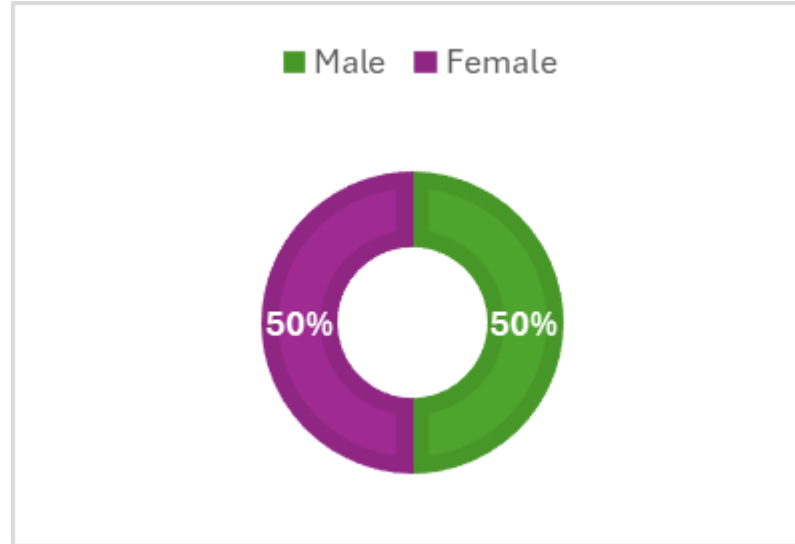
What is Pay Gap Reporting?

- A pay gap shows the difference in the average pay between two groups in a workforce, eg men and women, regardless of job, role or seniority.

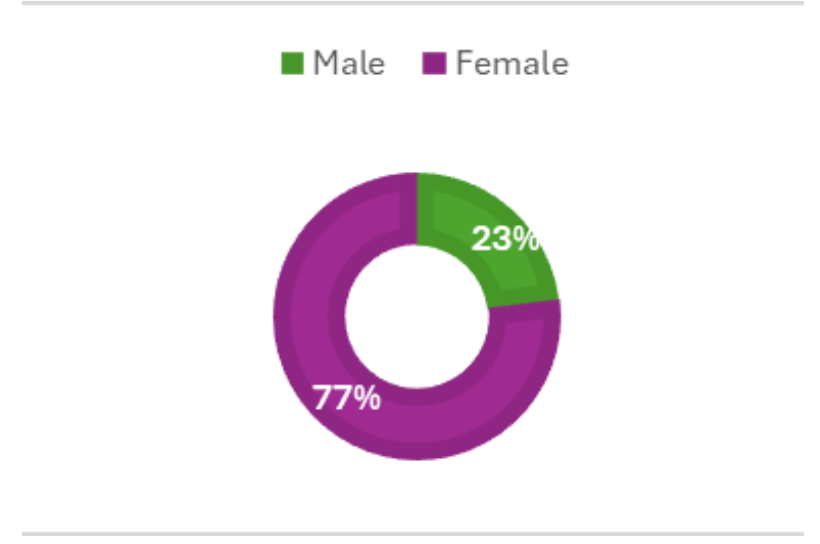
How is it different to equal pay?

- Equal pay deals with pay differences between two groups, eg men and women who carry out equal work.

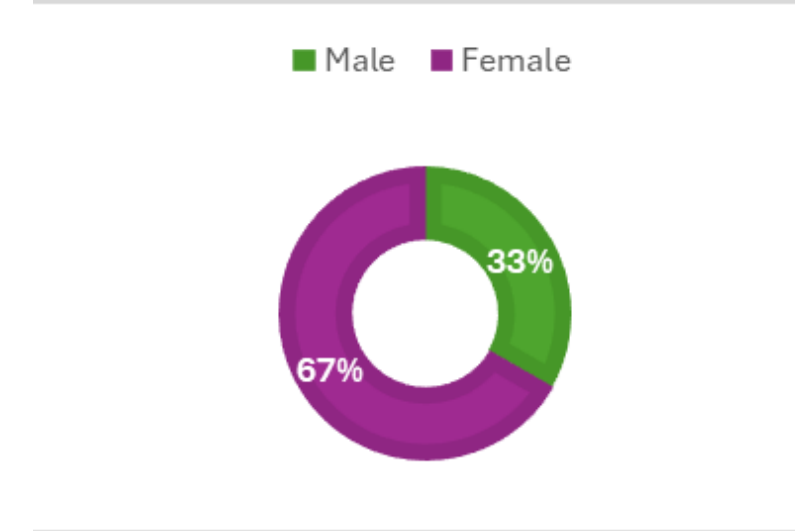
Gender Representation by Grade



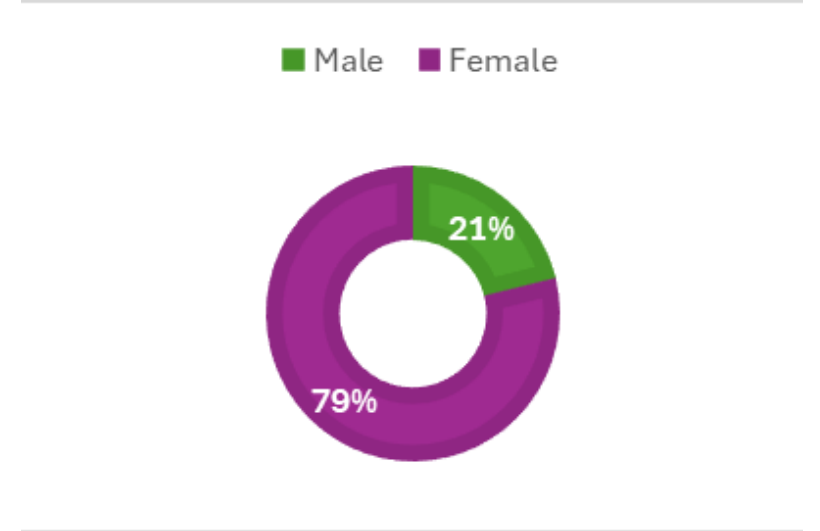
Director / Programme Manager



Service Manager



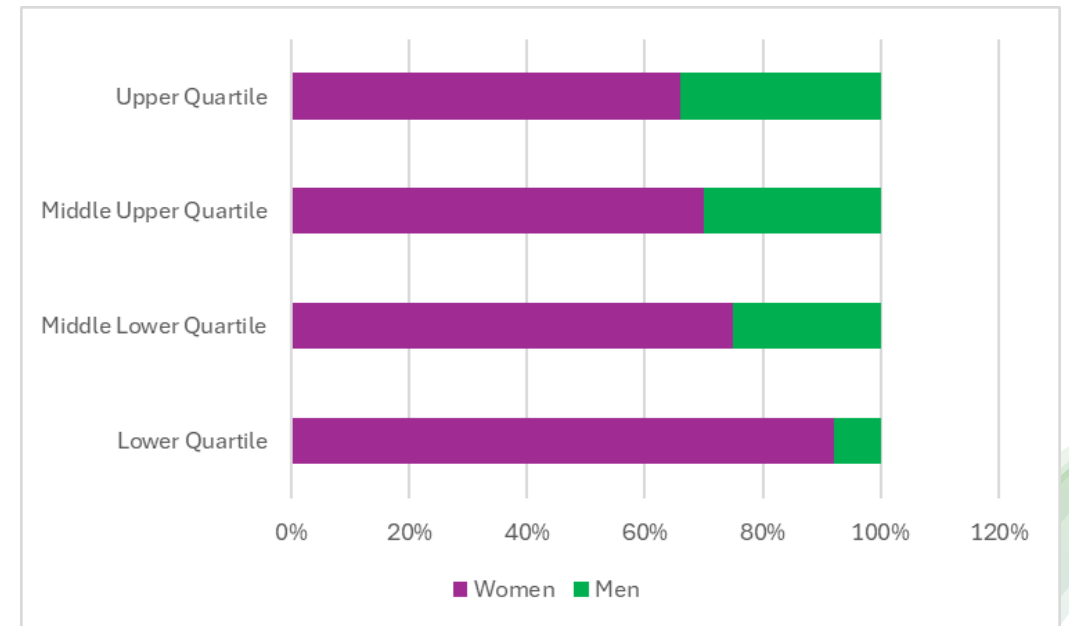
Assistant Service Managers /
Service Coordinators

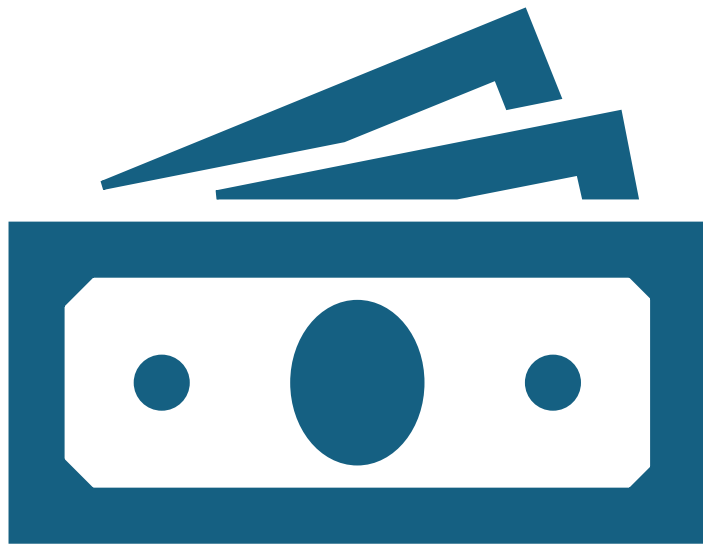


Grade 4 Project Workers /
Administrator Roles

Pay Quartile Proportionality

- At Extern Ireland we have a total population of 198 colleagues as of the snapshot date of 1st June 2024.
- The graph opposite represents the proportion of men and women in each salary quartile.
- Notably, whilst women account for at least 60% of each quartile, their representation decreases as we move up through the quartiles. (From 92% in the Lower Quartile to 60% in the Upper Quartile.)





Pay Gap – Our Data

- Pay Gap of **Mean** hourly remuneration of **all employees** – 9.31%
- Pay Gap of **Median** hourly remuneration of **all employees** – 6.46%

- Pay Gap of **Mean** hourly remuneration of **full time employees** – 5.69%
- Pay Gap of **Median** hourly remuneration of **full time employees** – 3.48%

- Pay gap of **Mean** hourly remuneration of **part time employees** - (3.29%)
- Pay Gap of **Median** hourly remuneration of **part time employees** - (2.85%)



Interpreting the Data

- The analysis is for all Extern Ireland employees, full and part time. We have expressed the data in the various groupings.
- The mean hourly rate is the same as the average rate, while the median hourly rate is the middle number in the range of hourly rates when those rates are sorted from smallest to largest. The median is a better measure as it is not impacted by exceptionally high or low hourly rates.
- Where a percentage difference is being expressed, a positive value means the percentage difference in favour of males and a negative value means a percentage difference in favour of females.
- Our pay gap data includes all earnings across the year reference period including those where colleagues have been on periods of statutory leave (maternity, paternity, parental, parents, carers leave etc.)
- No employees receive bonus payments or benefit in kind.

What did the data tell us? What are the factors attributing to the GDP?

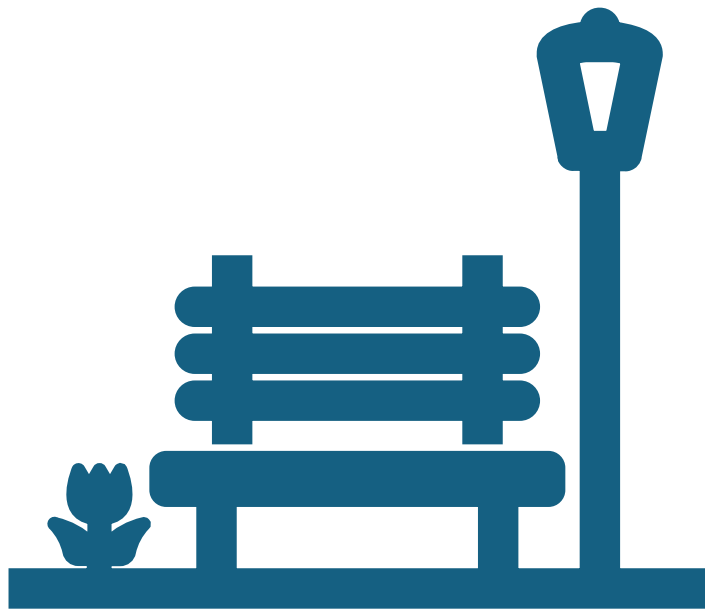
Whilst Extern has equal pay for men and women in the same roles, based on payscales, we have a small gender pay gap currently of 9.31% in terms of mean hourly remuneration and our pay gap in terms of median hourly remuneration is 6.46%.

Contributory Factors:

- Our Gender Pay Gap is, in part, driven by the fact that 76% of our workforce in Extern Ireland is female yet this is not reflected consistently at all levels as can be seen from the previous graph on quartiles.
- It is further explained by the inclusion of all earnings across the reference period, including those for colleagues on periods of statutory leave / unpaid leave.
- 4.5% of our overall workforce sample for this reference period are relief workers, attracting an entry hourly rate of €19.61 per hour. 89% of this population are female.
- A specific project accounts for 6.5% of the total workforce in Extern Ireland. In this project all of these employees are female who have specific contractual pay arrangements with the HSE which are significantly lower than our typical payscales.

Our Proposals to Reduce the Current Gap Further

- Our GPG calculations are skewed somewhat by the inclusion of unpaid leave periods associated with maternity, paternity, parental leave, etc. Our proposal moving forward would be to have a comparator calculation to illustrate the impact direct receipt of statutory benefits to employees and unpaid leave has on the GPG.
- Extern is committed to ensuring that both males and females are provided equally with developmental opportunities and career progression within the organisation.
- Extern intends to further develop its existing Diversity, Equality and Inclusion forum.



Embedding Inclusion in our Culture and DNA

Flexibility

- At Extern, we embrace flexible working as a bedrock of our employee experience. We are committed to building an inclusive working environment for people of all genders, creating a culture where teams can balance their personal and professional commitments.

Inclusive Policies

- Our current suite of inclusive policies positively contributes to our gender equity goals. We continue to identify opportunities to strengthen the support available for Mental Health, Fertility, Pregnancy Loss, Gender Identity and Expression, Menopause and Domestic Abuse. We aim to advance policies in these areas in the next twelve months, encouraging open and honest dialogue, recognising the complexities and challenges often faced by women, and indeed all employees. We will also be exploring a Trauma Informed approach towards policy revision.

Wellbeing

- At Extern, we care about each other and have a focus on wellbeing at the heart of what we do, and this applies for employees as well as those who use our services.
- Our Wellness Hub provides access to a range of supportive resources available to all.

Parents and Carers

- We have a range of progressive policies and support for those with parental and caring responsibilities. We believe this is important in retaining women in the workplace and supports gender balance at all levels in the organisation.