



# GENDER PAY GAP REPORT

## 2023

# GENDER PAY GAP REPORT 2023

The tables below set out the gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021.

## Reporting Range:

12 month period to 30 June 2023

Reporting Criteria	Mean	Median
All Employees	-1.87%	-1.72%
Part-Time Employees	-2.34%	-3.49%
Temporary Employees	-2.18%	0.11%
Bonus	N/A	N/A

The mean is the average point for all female and male employees and the median is the midpoint.

Where the result is shown as a plus number, the male rate is higher.

Results shown as a minus indicate the female rate is higher.

Population by Pay Quartiles		Male	Female
Lower	Q1	27.88%	72.12%
Lower Middle	Q2	27.88%	72.12%
Upper Middle	Q3	21.82%	78.18%
Upper	Q4	19.51%	80.49%

Other Reporting Criteria	Male	Female
Bonus Paid Proportions	0.00%	0.00%
BIK Paid Proportions	0.00%	0.00%

- Pay in Cheshire Ireland is aligned to Department of Health Consolidated Pay Scales.
- These pay scales set out the rates of pay for each grade and include incremental pay (increase in pay). Increments are paid annually. The number of increments paid is determined by the grade.
- New permanent and temporary employees are remunerated in accordance with the pay scale grade applicable to their role and the point on the scale commensurate with their qualifications, skills and experience. They go on to receive annual increments thereafter until they reach the top of the scale.
- Analysis of this data shows that the employee gender pay gap is largely driven by significantly lower male participation in frontline roles. This is evidenced by the fact that the organisation has a significantly larger female employee population, a large proportion of whom are remunerated at or near the top of the pay scale by virtue of their length of service with the organisation and / or their qualifications, skills and experience.
- Cheshire Ireland does not make bonus or benefit-in-kind (BIK) payments.