



SOS Kilkenny clg
Gender Pay Gap Report 2023 - 2024
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Introduction

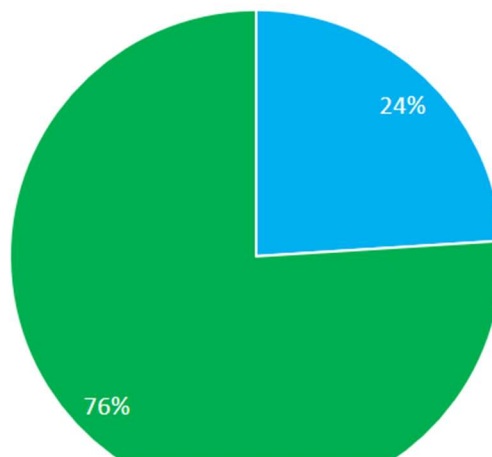
SOS Kilkenny clg provides services and support to people with intellectual disabilities and / or autism based in Kilkenny. Services include Residential supports in community based homes, Day Services and provision of Respite.

As is typical in our sector, the majority of staff are female. In the reference year, 76% of staff employed are female out of a total number of 340 employees. The ratio of male employees has decreased by one percentage point compared with 2023.

SOS Kilkenny clg selected a reference date of 30th June 2024, and therefore the information included in this report refers to the year from 01st July 2023 to 30th June 2024.

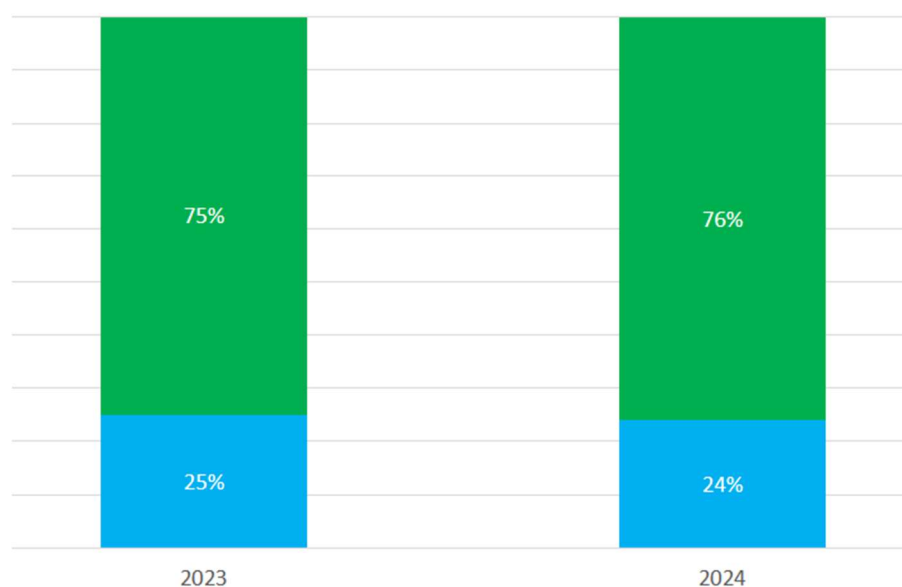
Total Staff

■ Male ■ Female



Staff Ratio 2023 - 2024

■ Male ■ Female



Mean Pay Gap - Full Time Employees

The mean pay gap shows the difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender.

The gap is -1.94% In the case of SOS Kilkenny clg the mean pay gap is in favour of female staff.

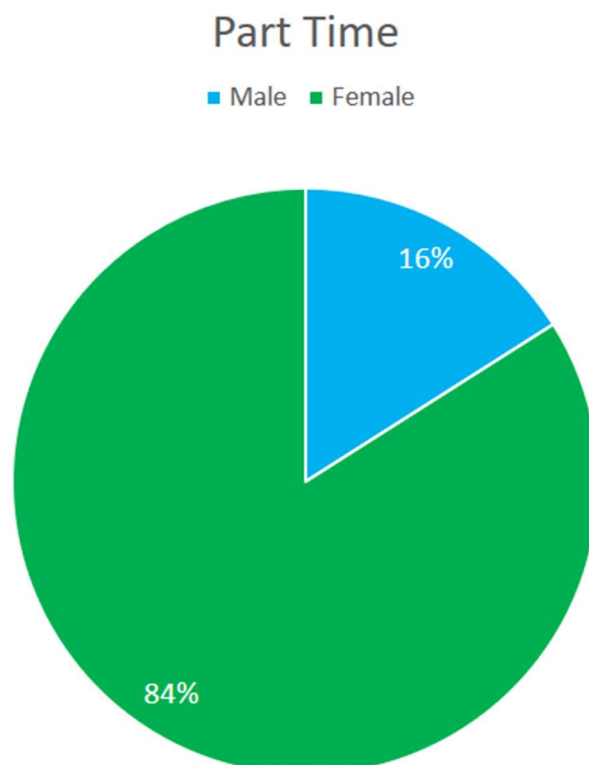
Median Pay Gap - Full Time Employees

The median pay gap shows the difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender. This is a comparison between the mid-way point for males and for females.

The median pay gap for all employees is -4.82%, also in favour of female employees.

Part Time Employees

The ratio of male to female part-time employees shows a lower ratio of males to females in part-time employment, compared to full-time employment. This trend is the same as the previous year.



Mean Pay Gap - Part Time Employees

The gap is -23.37% for those on part-time contracts, which is wider than the overall gap reported for full-time employees. This is lower when compared to 2023 where the gap was -37.75%

Median Pay Gap - Part Time Employees

The median pay gap for part-time employees is -20.71%. This is lower when compared to 2023, where the gap was -40.13%

Temporary Employees

In the reference year there were 60 relevant employees on temporary contracts, 48 female and 12 male staff.

The mean pay gap is -1.3%, showing that the average pay of females is higher than males in the part-time employee group. The median gap is -4%. Both of these gaps are lower when compared to 2023.

Summary Tables

The following tables summarise the pay gaps:

Mean Pay Gap	2023	2024
Full Time	-6.6%	-1.94%
Part Time	-37.75%	-23.37%
Temporary	-14.81%	-1.3%

Median Pay Gap	2023	2024
Full Time	-12.4%	-4.82%
Part Time	-40.13%	-20.71%
Temporary	-14.14%	-4.0%

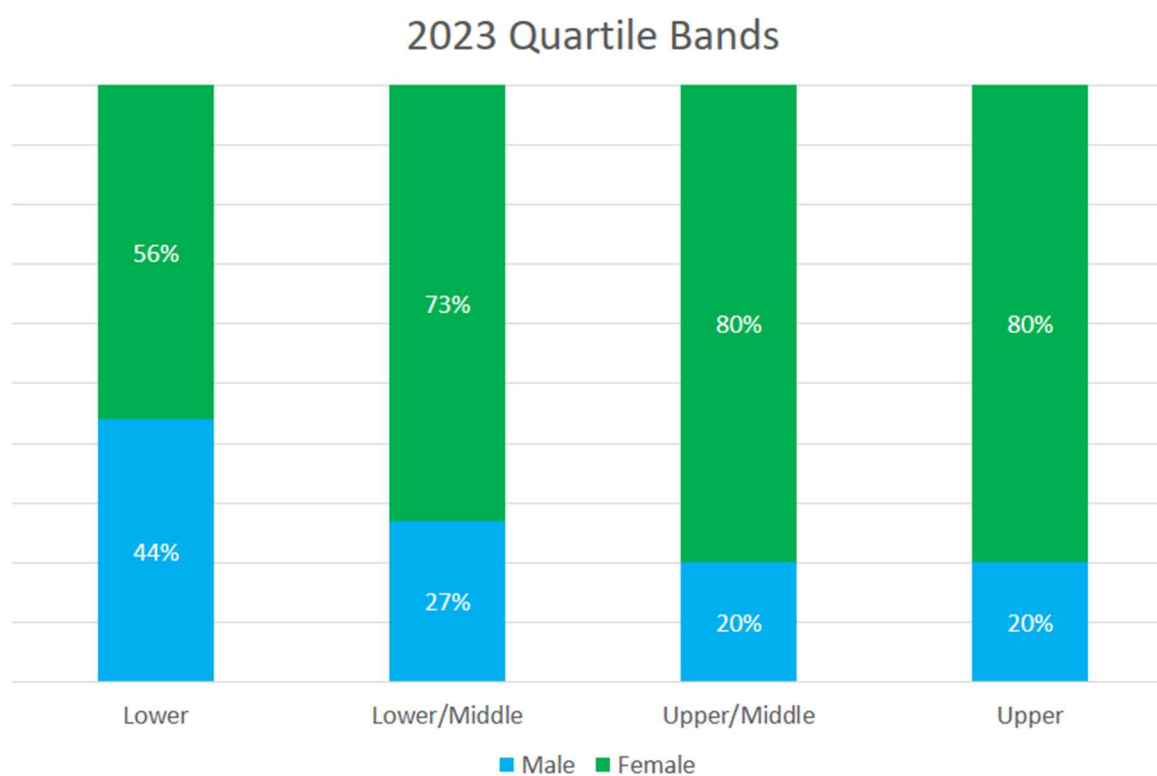
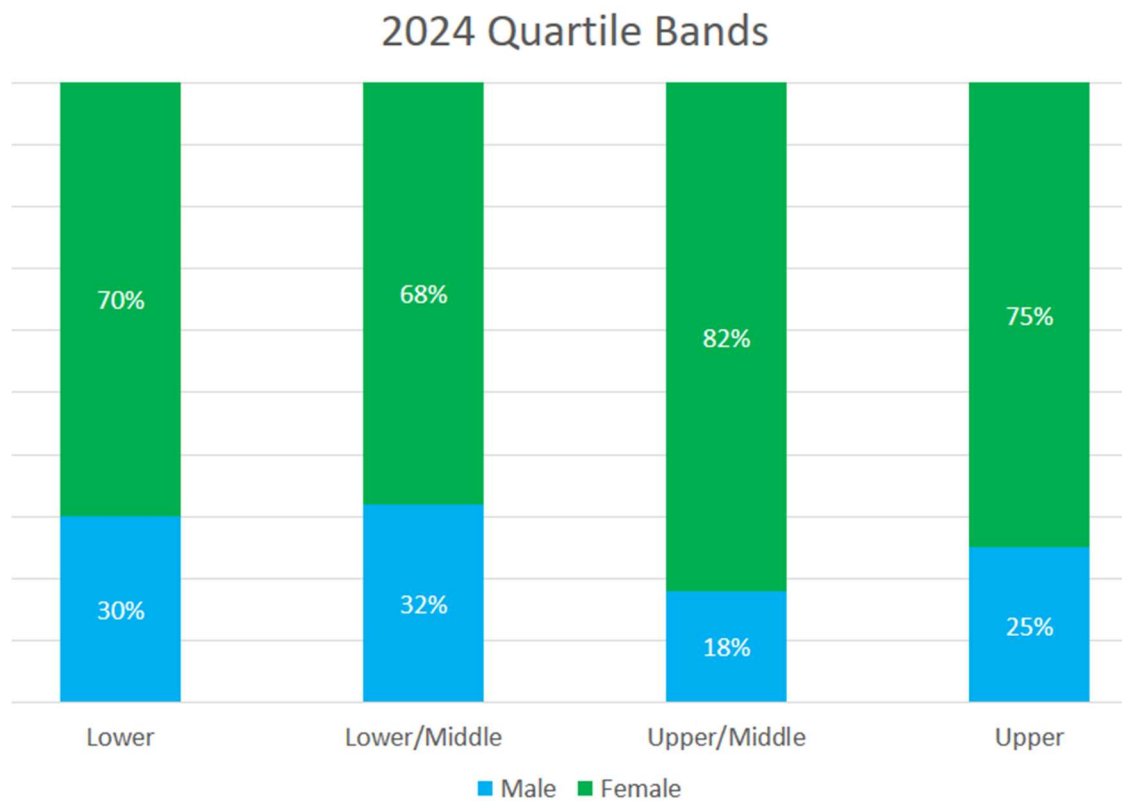
Bonus and Benefit-in-Kind

There is no bonus payment in SOS Kilkenny clg, and therefore it is not applicable.

There is no benefit-in-kind to staff in SOS Kilkenny clg, and therefore it is not applicable.

Quartile Bands

The following chart shows the ratio of males to females in each Quartile band.



Summary Conclusion

In SOS Kilkenny clg 76% of staff members are female. The organisation provides services to support people with intellectual disabilities and autism, and it is unsurprising that the significant majority of staff are female, as this was, and remains to be a career typically followed by females.

The mean difference in the pay gap is -1.94%, is reflective of the number of female employees with long service in Upper Quartile.

The organisation applies the HSE Consolidated Pay Scales and progression in these scales is based on years of experience. Therefore, as more female staff have been employed for longer, female staff on higher rates of pay based on their years of service.

Specific pay scales are allocated to roles, therefore whoever fills the role will be placed at a point on the scale based on their years of experience. Gender does not come into the rate allocation process.

Promotion is again based on specific competencies. It is not based on gender.

Enquiries may be directed to the email address on the cover page of this report.