

The Alzheimer Society of Ireland

Gender Pay Gap Report 2023



THE Alzheimer
SOCIETY OF IRELAND

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Introduction

The Alzheimer Society of Ireland is the leading dementia specific service provider in Ireland.

The Alzheimer Society of Ireland works across the country in the heart of local communities providing dementia specific services and supports and advocating for the rights and needs of all people living with dementia and their carers.

Our vision is an Ireland where people on the journey of dementia are valued and supported.

A national non-profit organisation, The Alzheimer Society of Ireland advocates, empowers and champions the rights of people living with dementia and their communities to quality support and services.

The Alzheimer Society of Ireland is an equal opportunities employer and is committed to promoting equality of opportunity and fair treatment for all employees.

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The gender pay gap is different to equal pay which is an absence of equal pay for equal work. A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work, the gender pay gap essentially is reporting on a gender representation gap.

Typically, if one gender holds more of the lower paid jobs in an organisation, the gender pay gap is usually wider.

Equal Pay vs Gender Pay

An organisation can have a gender pay gap, and not have equal pay issues. The gender pay gap measures the difference in the pay of all men in a company and all women. It highlights any differences in the distribution of men and women across the workforce.

Generally, a higher proportion of men in higher paid roles leads to a gender pay gap as the average pay of men is higher compared to women. Equal pay is about ensuring that any differences in pay between men and women in the same job are not due to gender.

Why report on the Gender Pay Gap?

Gender pay reporting appeared as a policy issue in both the Programme for Partnership Government and the National Strategy for Women and Girls 2017-2020 (NSWG), which proposed it as part of the solution to Ireland's labour market gender gap.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

Organisations with over 250 employees are being asked to report on their Gender Pay Gap for the first time in 2022. The same margin applies for 2023, those with 250 employees or more are asked to report on their gender pay gap.

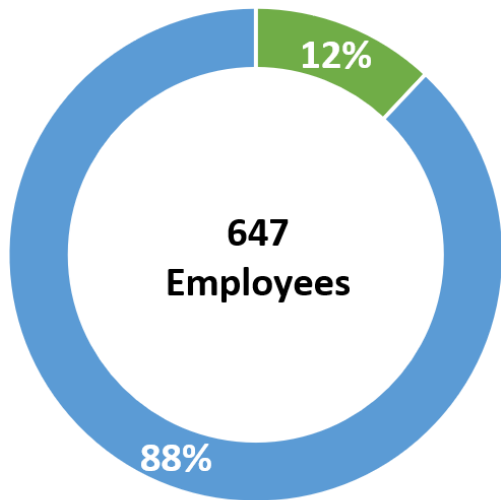
Overview of Gender Pay Gap Reporting

The Alzheimer Society of Ireland one such organisation with over 250 employees and therefore is required to produce a report providing the following details:

1. The mean pay gap in hourly remuneration of male and female employees.
2. The median pay gap in hourly remuneration of male and female employees.
3. The mean pay gap in hourly remuneration of part-time male and female employees.
4. The median pay gap in hourly remuneration of part-time male and female employees
5. The mean pay gap in hourly remuneration of male and female employees on temporary/fixed term contracts.
6. The median pay gap in hourly remuneration of male and female employees on temporary/fixed term contracts.
7. The respective percentages of male and female employees who fall within each of:
 - (i) the lower remuneration quartile pay band,
 - (ii) the lower middle remuneration quartile pay band,
 - (iii) the upper middle remuneration quartile pay band, or
 - (iv) the upper remuneration quartile pay band,
8. The mean bonus remuneration of male and female employees.
9. The median bonus remuneration of male and female employees.
10. The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration.
11. The percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits.

Based upon our current remuneration practices, points 8 to 11 listed previously are not applicable to The ASI as there is no bonus scheme in place or benefits in kind on offer to employees.

Gender Pay Gap Data

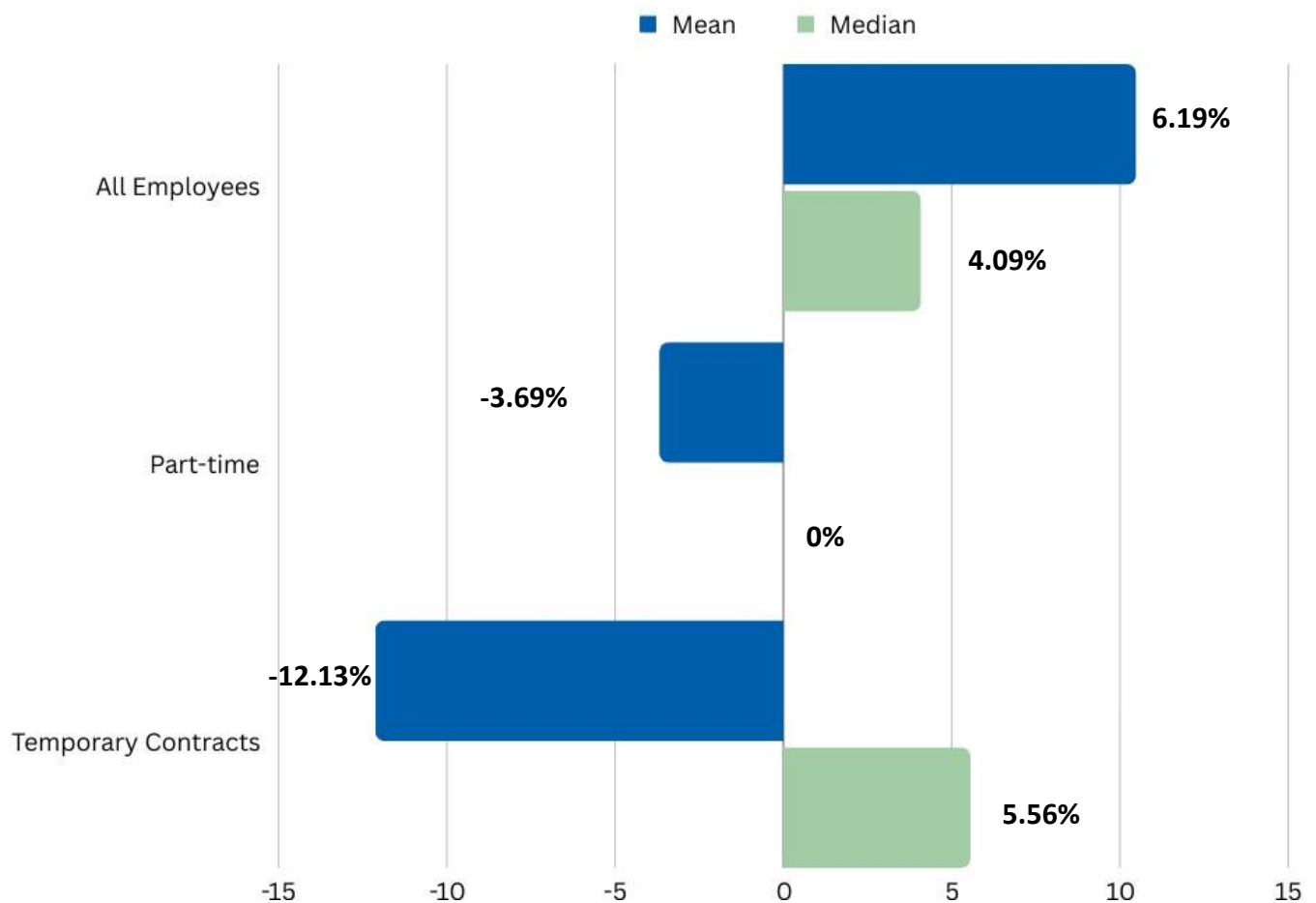


■ Males ■ Female

Our organisation has a lower number of males across all roles with 88% of our entire workforce being female and 12% being male.

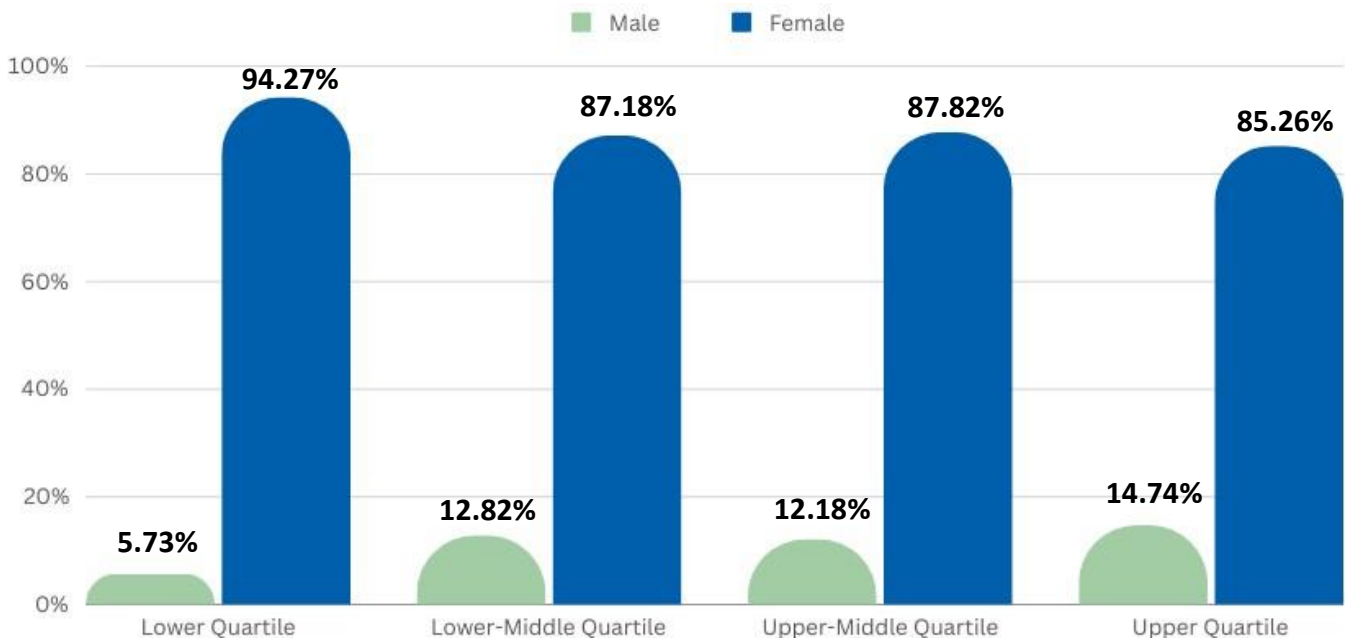
Despite movements towards greater gender diversity and awareness across a range of industries, stereotypes are often hard to redefine, and care is still seen by many as a 'traditionally' female role, both inside and outside of the home.

Mean and Median of All Employees, Part-Time and Temporary Contracts



Breakdown of Data	
Mean and Median of All Employees, Part-Time and Temporary Contracts	
The mean pay gap in hourly remuneration of male and female employees.	10.48%
The median pay gap in hourly remuneration of male and female employees.	4.09%
The mean pay gap in hourly remuneration of part-time male and female employees.	-3.69%
The median pay gap in hourly remuneration of part-time male and female employees	0%
The mean pay gap in hourly remuneration of male and female employees on temporary/fixed term contracts.	-12.13%
The median pay gap in hourly remuneration of male and female employees on temporary/fixed term contracts.	5.56%
The mean bonus remuneration of male and female employees.	0%
The median bonus remuneration of male and female employees	0%
The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration.	0%
The percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits.	0%

Gender Proportions in Each Salary Quartile



Breakdown of data Gender Proportions in Each Salary Quartile	
Lower Quartile Male	5.73%
Lower Quartile Female	94.27%
Lower-Middle Quartile Male	12.82%
Lower Middle Quartile Female	87.18%
Upper Middle Quartile Male	12.18%
Upper Middle Quartile Female	87.82%
Upper Quartile Male	14.74%
Upper Quartile Female	85.26%

What does the data tell us?

We selected 30 June 2023 as our snapshot date meaning our reporting report is 01 July 2022 to 30 June 2023.

The majority of our employees, 88%, are female which has impacted the figures presented in this report. In our previous Gender Pay Gap Report, 89% of our employees were female and our overall headcount has increased from 580 employees to 647 employees. This is an increase of 11.5%.

The mean pay gap stands at 10.48% and our median pay gap is 4.09%.

Equality among our employees

In December 2022, we implemented the first phase of a Remuneration Regularisation Project. The purpose of this project is to ensure both male and female employees are at the correct rate of remuneration. A second phase of the project takes place in December 2023 and a third and final phase will be implemented in December 2024.

We also increased the pay of all employees by 5% in 2023. In November 2023, health and social care workers in the community and voluntary sector (Section 38 and Section 39 organisations) voted to accept an 8% pay increase.

The 5% which was paid to ASI employees in the last year will be taken as a part of this 8% increase. The Alzheimer Society of Ireland wished to acknowledge employees as soon as possible and even before the Section 38 and Section 39 pay agreement was balloted by unions. At the date of writing this report, The Alzheimer Society of Ireland are awaiting full guidelines and instruction on ensuring in relation to the final 3% increase.

In our 2022 Gender Pay Gap Report, we explained that where possible we would be providing permanent contracts to all employees unless there is a valid reason (e.g. maternity leave cover). The percentages in the 'Mean and Median of All Employees, Part-Time and Temporary Contracts' graph

show we have made improvements in this area. In the 2022 report, our mean percentage has decreased from -5.08% to -3.69% and our median gender pay gap has also decreased.

