



**St Catherine's Association  
Gender Pay Gap Report  
28<sup>th</sup> June 2024**

**St Catherine's Association:**

St Catherine's Association (SCA) have been providing services to individuals with a diagnosis of moderate to profound intellectual disability for over 50 years. Many of those we support have a dual diagnosis of Autism and complex behavioural or medical needs.

We are based at the heart of our local community, working closely with individuals and their families to support them to achieve their full potential through a range of services. All individuals are encouraged to participate in community based activities of their choice and promote social engagement with peers, family, friends and neighbours.

The organisation has a qualified and dedicated staff team with many years' experience in the field of intellectual disabilities. We work closely with our funding agency, regulator and other agencies to advocate and meet the identified needs of those we support. St Catherine's also engage on a national level to ensure the voice of those we support are heard and considered in the development of national policy.

**Gender Pay Gap:**

The Gender Pay Gap refers to the difference in the average hourly pay of females compared to males in an organisation and is designed to capture the extent to which women are evenly represented across the organisation.

**Gender Pay Gap Legislation:**

The Gender Pay Gap Information Act 2021 requires certain organisations to report on their hourly gender pay gap across a range of metrics outlined further below. From 2024 all Irish employers with more than 150 employees are required to report on the pay differences between female and male employees.

**SCA Report:**

SCA have chosen 28<sup>th</sup> June 2024 as the snapshot date to run this report. The snapshot date is a date determined in June and the detail must be published on our website within 6 months of that date based on the previous 12 months.

**The following is included in our Report:**

1. SCA headcount of relevant employees on 28<sup>th</sup> June 2024.
2. % of Male and Female employees paid bonuses
3. % of Male and Female employees who received benefits in kind
4. Quartiles based on hourly remuneration of all male & female full time employees calculating the proportions of male and female employees in each quartile
5. Mean hourly remuneration of male and female employees calculating the gender pay gap in mean hourly remuneration of all employees including part time and temporary employees.
6. Median hourly remuneration of male and female employees calculating the pay gap in median hourly remuneration of all employees including part time and temporary employees.
7. Mean bonus remuneration of male and female employees calculating the pay gap in mean bonus remuneration of all employees
8. Median bonus remuneration of male and female employees calculating the gender pay gap in median bonus remuneration of all employees

**1. SCA Headcount of relevant employees on 28<sup>th</sup> June 2024**

<b>Year</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
2024	161	45	206
	78.16%	21.84%	100%

**2. % of Male and Female Employees paid bonuses**

<b>Bonus Paid Proportions</b>	<b>Male</b>	<b>Female</b>
	0.00%	0.00%

**3. % of Male and Female Employees who received benefits in kind**

<b>BIK Paid Proportions</b>	<b>Male</b>	<b>Female</b>
	1.8%	0.00%

**4. Quartiles based on hourly remuneration of all male & female full time employees calculating the proportions of male and female employees in each quartile**

<b>Type</b>	<b>Quarter</b>	<b>Male</b>	<b>Female</b>
Lower	1	29.41%	70.59%
Lower Middle	2	39.53%	60.47%
Upper Middle	3	15.91%	84.09%
Upper	4	18.60%	81.40%

**5. Mean hourly remuneration of male and female employees calculating the gender pay gap in mean hourly remuneration of all employees including part time and temporary employees.**

<b>Gender Pay Gap in Mean Hourly Remuneration</b>			
Full Time	-80.94%		
Part Time	-96.14%		
Temporary	0%		

**6. Median hourly remuneration of male and female employees calculating the pay gap in median hourly remuneration of all employees including part time and temporary employees.**

<b>Gender Pay Gap in Median Hourly Remuneration</b>			
Full Time	-86.81%		
Part Time	-87.12%		
Temporary	0%		

**7. Mean bonus remuneration of male and female employees calculating the pay gap in mean bonus remuneration of all employees**

	<b>Male</b>	<b>Female</b>	
	<b>0%</b>	<b>0%</b>	

**8. Median bonus remuneration of male and female employees calculating the gender pay gap in median bonus remuneration of all employees**

	<b>Male</b>	<b>Female</b>	
	<b>0%</b>	<b>0%</b>	

**Additional Information**

St Catherine’s Association is a Section 39 funded organisation. All staff who are appointed to their roles are aligned to the HSE Consolidated Pay Scales.

When new staff are appointed, it is determined if they are entitled to incremental credit depending on their experience, and this determines the point on scale to which they are placed.

All staff receive an annual increment and move up their scale until they reach the maximum point on scale.