



Cuan Mhuire CLG

Gender Pay Gap Report 2024

About us

Cuan Mhuire is Ireland's largest voluntary provider of Addiction Treatment Services and Residential Rehabilitation. Our main objective is the rehabilitation of persons suffering from alcohol, drug and gambling addictions. The Cuan Mhuire Programme is based on the philosophy of total abstinence and strives to restore the confidence, self-respect and sense of responsibility of all participants. In Cuan Mhuire we aim to provide an environment in which people who feel rejected and dejected because of their addictions become aware of and learn to deal with the underlying problems relating to these addictions and discover their uniqueness, goodness, giftedness, and their real purpose in life.

Message from CEO

Under the Gender Pay Gap Information Act 2021, we are required to publish our Gender Pay Gap report for Cuan Mhuire which includes 213 relevant employees. This is Cuan Mhuire's first year meeting the threshold for reporting and we are delighted to publish our GPG report documenting our metrics, along with some of the key factors contributing to our gender pay gap and the initiatives that we, at Cuan Mhuire, are implementing to help mitigate the gender pay gap over time. Our overall gender pay gap metric show a mean and median gap of -19.2% and -19.9% respectively which favours females. The data shows that the majority of Cuan Mhuire employees are female. This is reflected in the quartile report with a higher representation of female employees found across all quartiles, with the highest representation, 83%, in the Upper Quartile which contains the higher paid people in the organisation.

Cuan Mhuire is an equal opportunities employer, and we apply our recruitment practices on this basis with roles being open to all genders. Despite this the vast the majority of applicants are female. In addition, the practice also applies to internal promotion with roles being open to all genders.

Gerry Mc Elroy
CEO

Overview of the legislative obligations

Organisations with over 150 employees are required to annually report their GPG and the measures they are implementing to address it, in accordance with the Gender Pay Gap Information Act 2021, Regulations 2022 and (Amendment) Regulations 2024*.

Employers are required to select a snapshot date in June, and their metrics are calculated based on the data for the preceding twelve months. Cuan Mhuire have chosen a snapshot date of 30th June 2024.

By the mirror date in December 2024, eligible employers are obligated to publish a report on their website that outlines their GPG across various metrics, the key reasons for their GPG and the DEI initiatives that they plan to enact to help mitigate any gender pay gap over time. Cuan Mhuire are required to publish their report by the 30th December 2024.

*S.I. No. 264 of 2022, Employment Equality Act 1998 (Section 20A)(Gender Pay Gap Information) Regulations 2022 and S.I. No. 259 of 2024, Employment Equality Act 1998 (Section 20A)(Gender Pay Gap Information) (Amendment) Regulations 2024

Gender pay gap vs equal pay

Gender pay is not the same as equal pay. Equal pay is our legal obligation, as an employer, to give equal pay for equal work.



Gender Pay

Gender pay is the difference between what males and females are paid at all levels. This is measured by calculating the average earnings of both genders.

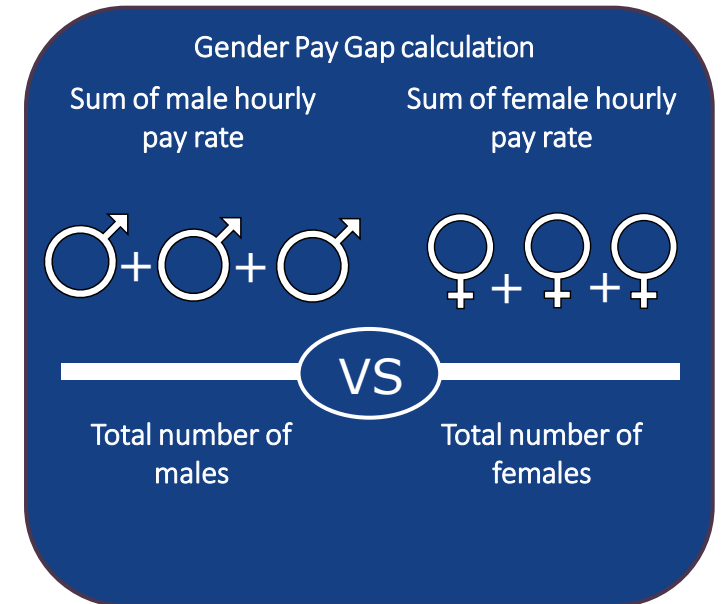
Equal Pay

Equal pay measures whether males and females are being paid equally for similar work, qualifications, and experience.

The gender pay gap calculation

The Gender Pay Gap is calculated by adding the remuneration elements of all relevant employees and dividing the figure by the number of employees.

The GPG refers to the difference between what is earned, on average by males and females, based on average hourly earnings of all Cuan Mhuire employees.



Explaining our Gender Pay gap

Key reasons for our Gender Pay Gap including:

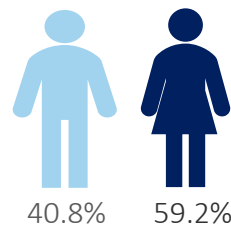
- A high level of female representation across our organisation
- A high level of representation of females in highly paid roles, with the upper quartile containing 83.3% female representation whereas females represent 59.2% of the overall population

Plans to mitigate our gap

- Continuations of our equal opportunities practices.
- Supporting our established internal promotion policy where roles will continue to be open to all genders.
- Prioritising DEI policy at local leadership and staff meetings.

Metrics

Gender Split



Hourly pay rate

-19.2%
Mean

-19.9%
Median

On average, females are paid 19.2% more than males overall.

Temporary Employees

-8.2%
Mean

-4.5%
Median

On average, males who are classified as temporary are paid 8.2% less than females classified as temporary overall.

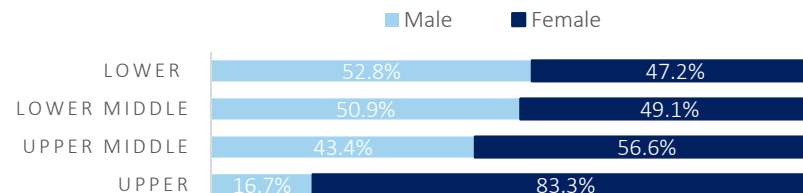
Part-Time Employees

-19.2%
Mean

-18.8%
Median

On average, males who work part-time are paid 19.2% less than part-time females overall.

Quartile Pay Bands



Cuan Mhuire do not pay out any remuneration that is classified as bonus and do not provide any items that are classified as BIK per the Regulations.

Gender Pay Gap Information Act 2021 Reporting Requirements for 2024 (snapshot date 30th June 2024)

Gender pay gap fields	June 2024
1. Mean hourly gender pay gap (all)	-19.2%
2. Mean hourly gender pay gap (part-time)	-19.2%
3. Mean hourly gender pay gap (temporary contract)	-8.2%
4. Median hourly gender pay gap (all)	-19.9%
5. Median hourly gender pay gap (part-time)	-18.8%
6. Median hourly gender pay gap (temporary contract)	-4.5%
7. Mean hourly performance related bonus gender pay gap (all)	N/A
8. Median hourly performance related bonus gender pay gap (all)	N/A
9. Percentage of employees per gender to receive a performance related bonus remuneration	N/A
10. Percentage of employees per gender to receive benefit-in-kind	N/A
11. Percentage of employees within lower remuneration quartile	(52.8% M) (47.2% F)
12. Percentage of employees within lower middle remuneration quartile	(50.9% M) (49.1% F)
13. Percentage of employees within upper middle remuneration quartile	(43.4% M) (56.6% F)
14. Percentage of employees within upper remuneration quartile	(16.7% M) (83.3% F)