

Detail Results – Hourly & Bonus Remuneration: Dublin



The below tables provide an overview of the hourly remuneration results for Dublin within the Gender Pay Gap analysis.

Hourly Remuneration					
Reporting Period: June 24th, 2022 - June 23rd, 2023		All employees*	Full-time permanent employees	Temporary employees	Part-time employees
Median Hourly Remuneration		9.1%	8.4%	6.1%	n/a
Lower hourly remuneration quartile pay band (0%-25%)	Female	98.4%	98.2%	97.5%	n/a
	Male	100.9%	101.0%	107.5%	n/a
Lower Middle hourly remuneration quartile pay band (25%-50%)	Female	96.7%	97.0%	98.3%	n/a
	Male	101.9%	101.7%	105.2%	n/a
Upper Middle hourly remuneration quartile pay band (50%-75%)	Female	93.0%	94.2%	98.3%	n/a
	Male	104.0%	103.3%	105.1%	n/a
Upper hourly remuneration quartile pay band (75%-100%)	Female	93.0%	104.9%	81.2%	n/a
	Male	104.0%	97.3%	156.5%	n/a
Mean Hourly Remuneration		8.6%	0.1%	25.8%	n/a

For Period of June 24, 2022 – June 23, 2023

Bonus Remuneration					
Reporting Period: June 24th, 2022 - June 23rd, 2023		All employees*	Full-time permanent employees	Temporary employees	Part-time employees
Median bonus remuneration		18.7%	17.4%	n/a	n/a
Percentage of all female to male population that received a bonus: Female that received a bonus to all females in that time period		95.8%	96.8%	n/a	n/a
Percentage of all male to female population that received a bonus: Male that received a bonus to all males in that time period		95.4%	95.6%	n/a	n/a
Benefits in kind		100.0%	100.0%	n/a	n/a
Mean bonus remuneration		27.2%	25.2%	n/a	n/a

NOTE: Temporary employees are excluded from the Dublin Bonus Remuneration as the differing bonus structure is not comparable for this short period of time. In addition, part-time employees were also excluded from the Hourly and Bonus Remuneration as there was not a sufficient number of part-time employees to perform this analysis.

Detail Results – Hourly & Bonus Remuneration: Waterford



The below tables provide an overview of the hourly remuneration results for Waterford within the Gender Pay Gap analysis.

Hourly Remuneration					
Reporting Period: June 24th, 2022 - June 23rd, 2023		All employees	Full-time permanent employees	Temporary employees	Part-time employees
Median Hourly Remuneration		7.1%	6.6%	21.0%	n/a
Lower hourly remuneration quartile pay band (0%-25%)	Female	95.8%	95.7%	94.0%	n/a
	Male	102.5%	102.6%	106.0%	n/a
Lower Middle hourly remuneration quartile pay band (25%-50%)	Female	98.8%	99.1%	80.0%	n/a
	Male	100.7%	100.6%	120.0%	n/a
Upper Middle hourly remuneration quartile pay band (50%-75%)	Female	90.6%	90.6%	100.0%	n/a
	Male	105.9%	105.7%	n/a	n/a
Upper hourly remuneration quartile pay band (75%-100%)	Female	88.6%	88.3%	n/a	n/a
	Male	107.0%	107.1%	n/a	n/a
Mean Hourly Remuneration		12.1%	11.9%	21.8%	n/a

For Period of June 24, 2022 – June 23, 2023

Bonus Remuneration					
Reporting Period: June 24th, 2022 - June 23rd, 2023		All employees	Full-time permanent employees	Temporary employees	Part-time employees
Median bonus remuneration		15.0%	14.7%	n/a	n/a
Percentage of all female to male population that received a bonus: Female that received a bonus to all females in that time period		98.9%	98.9%	n/a	n/a
Percentage of all male to female population that received a bonus: Male that received a bonus to all males in that time period		98.7%	98.7%	n/a	n/a
Benefits in kind		100.0%	100.0%	n/a	n/a
Mean bonus remuneration		24.8%	24.8%	n/a	n/a

NOTE: Part-time employees were excluded from the Waterford Hourly and Bonus Remunerations as there was not a sufficient number of part-time employees to perform this analysis.

Detail Results – Hourly & Bonus Remuneration: Dublin

The below tables provide an overview of the hourly remuneration results for Dublin within the Gender Pay Gap analysis.

Hourly Remuneration			
Reporting Period: June 24th, 2021 - June 23rd, 2022		Full-time permanent employees	Temporary employees
Median Hourly Remuneration		1.8%	14.0%
Lower hourly remuneration quartile pay band (0%-25%)	Female	99.0%	103.1%
	Male	100.5%	93.7%
Lower Middle hourly remuneration quartile pay band (25%-50%)	Female	98.0%	96.9%
	Male	101.2%	103.1%
Upper Middle hourly remuneration quartile pay band (50%-75%)	Female	99.3%	87.5%
	Male	100.4%	118.7%
Upper hourly remuneration quartile pay band (75%-100%)	Female	91.5%	84.8%
	Male	104.9%	122.8%
Mean Hourly Remuneration		7.0%	16.7%

For Period of June 24, 2021 – June 23, 2022

NOTE: Temporary employees are excluded from the Dublin Bonus Remuneration as the differing bonus structure is not comparable for this short period of time. In addition, part-time employees were also excluded from the Hourly and Bonus Remuneration as there was not a sufficient number of part-time employees to perform this analysis.

Bonus Remuneration	
Reporting Period: June 24th, 2021 - June 23rd, 2022	Full-time permanent employees
Median bonus remuneration	7.0%
Percentage of all female to male population that received a bonus: Female that received a bonus to all females in that time period	94.3%
Percentage of all male to female population that received a bonus: Male that received a bonus to all males in that time period	96.2%
Benefits in kind	100.0%
Mean bonus remuneration	33.8%

Detail Results – Hourly & Bonus Remuneration: Waterford



The below tables provide an overview of the hourly remuneration results for Waterford within the Gender Pay Gap analysis.

Hourly Remuneration			
Reporting Period: June 24th, 2021 - June 23rd, 2022		Full-time permanent employees	Temporary employees
Median Hourly Remuneration		-1.8%	1.0%
Lower hourly remuneration quartile pay band (0%-25%)	Female	102.3%	99.1%
	Male	98.7%	100.8%
Lower Middle hourly remuneration quartile pay band (25%-50%)	Female	102.4%	99.5%
	Male	98.7%	100.4%
Upper Middle hourly remuneration quartile pay band (50%-75%)	Female	94.6%	99.6%
	Male	103.0%	100.4%
Upper hourly remuneration quartile pay band (75%-100%)	Female	89.8%	102.8%
	Male	105.6%	97.6%
Mean Hourly Remuneration		7.8%	-0.4%

For Period of June 24, 2021 – June 23, 2022

Bonus Remuneration		
Reporting Period: June 24th, 2021 - June 23rd, 2022	Full-time permanent employees	Temporary employees
Median bonus remuneration	1.3%	17.7%
Percentage of all female to male population that received a bonus: Female that received a bonus to all females in that time period	98.0%	100.0%
Percentage of all male to female population that received a bonus: Male that received a bonus to all males in that time period	98.3%	85.2%
Benefits in kind	100.0%	100.0%
Mean bonus remuneration	24.6%	-1.7%

NOTE: Part-time employees were excluded from the Waterford Hourly and Bonus Remunerations as there was not a sufficient number of part-time employees to perform this analysis.