



Pieta Gender Pay Gap Report

2024 Report

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1.0 Introduction

Pieta is pleased to present its third annual Gender Pay Gap Report, prepared in line with its responsibilities under the Gender Pay Gap Information Act 2021. The figures contained in this report reflect Pieta's continued commitment to fairness and transparency in pay and progression.

As a non-profit charitable organisation operating within the mental health and crisis-support sector, the majority of Pieta's employees are women (81%). Due to the nature of the work the majority of this cohort elect to work parttime, this supports staff working in highly complex areas to achieve balance and support. This also reflects workforce trends observed nationally in Ireland and more broadly across Europe for this sector. Pieta recognise that workforce composition plays a role in shaping gender pay gap outcomes and remains committed to understanding and addressing the factors that influence any such gap. Equality, Diversity, and Inclusion continue to be strategic priorities for Pieta, guiding efforts to ensure that all employees have equitable opportunities to contribute, grow, and thrive.

2.0 Background

In accordance with the Gender Pay Gap Information Act 2021, organisations employing 250 or more employees are required to report on hourly gender pay differences across a range of prescribed metrics. For the purposes of this report, the 31/10/2024 was selected in accordance with guidance under the Act. At that date, Pieta employed 287 staff, 80% of whom were female.

This report presents the key metrics specified in the legislation, including:

- **Mean gender pay gap**, calculated as the difference between the average hourly earnings of male and female employees; and
- **Median gender pay gap**, calculated as the midpoint in the distribution of hourly earnings for each gender.

These metrics are not intended to indicate unequal pay for equal work. Pieta complies fully with equal pay legislation. Rather, they provide insight into the overall composition of roles, grades, and pay structures across the organisation.

3.0 Results for Pieta

The following section presents Pieta's gender pay gap figures for the reporting period. Pay differences are expressed as a percentage of male hourly pay rates. A positive percentage indicates that male hourly pay is higher on average, while a negative percentage indicates that female hourly pay is higher on average.

4.0 Gender Pay Gap Data for 2024

Overall mean genderpay gap for <u>all</u> employees basedonhourly pay	Overall median gender pay gap for all employees based on hourly pay
5.76%	-4.36%
Mean gender paygapfor part-time employees basedonhourly pay	Median gender pay gap for part-time employees based on hourly pay
2.90%	-8.48%
Mean gender paygapfor <u>temporary</u> employees basedonhourly pay	Median gender pay gap for temporary employees based on hourly pay
N/A*	N/A*

*As of the snapshot date,there were no temporary employees in Pieta.

Employee details organised into quartiles on hourly remuneration of all male and female employees and calculate the proportions of male and female employees in each quartile.

	Percentages	
	Female	Male
Lower remuneration quartile	84%	16%
Lower middle remuneration quartile	68%	32%
Upper middle remuneration quartile	75%	25%
Upper remuneration quartile	54%	46%
	70%	30%

Each pay quartile represents a quarter, or 25%, of our full-time workforce ranked by pay.

5.0 Commentary

The 2024 gender pay gap results reflect how pay is distributed across Pieta’s workforce at the reporting date. As an organisation delivering services through a mix of clinical, support, and operational roles, pay outcomes are influenced by how these roles sit within the overall organisational structure, rather than by differences in pay for comparable work.

Differences observed at both mean and median levels are shaped by the range of working arrangements in place across the organisation. Flexible and part-time roles play an important role in supporting service delivery and meeting employee needs, and their distribution across grades contributes to the overall pay profile when viewed at organisational level.

These results emphasise the importance of understanding gender pay gap data within its organisational and sectoral context. Pieta remains committed to maintaining equitable pay practices and to ensuring that recruitment, progression, and access to opportunities continue to be guided by fairness, transparency and organisational need.

6.0 Our Current Commitments

Pay and Reward

- Pieta is committed to maintaining fair and transparent pay practices across the organisation. Pay structures and reward arrangements are reviewed on an ongoing basis to ensure they remain consistent and aligned with legislative requirements.

Recruitment and Progression

- Recruitment and progression practices are reviewed on an ongoing basis to support fair access to opportunities across the organisation. Gender pay gap data is considered alongside wider workforce information as part of this process.

Flexible and Part-Time Working

- Flexible and part-time working arrangements support service delivery at Pieta and reflect both operational needs and employee wellbeing. These arrangements are applied consistently across the organisation.

Equality, Diversity and Inclusion

- Equality, Diversity, and Inclusion principles are reflected in people management practices across the organisation, with decisions on pay, progression, and development guided by fairness, transparency, and organisational need.