

Gender Pay Gap Reporting Checklist

Organisation:	Public Appointments Service (PAS)
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SNAPSHOT DATE

Snapshot date:	24 th June 2023
Reporting period - from:	25 th June 2022
Reporting period - to:	24 th June 2023

HEADCOUNT on snapshot date - See Note 1

HEADCOUNT	fulltime employees	part-time employees	TOTAL employees	of whom are temporary
Male	104	5	109	8
Female	160	27	187	6
Other				
TOTAL	264	32	296	14

Gender Pay Gap Metrics [Regulations 7(1), 8(1), 9(1), 10(1)]

	Gender gap in Hourly Remuneration - See Note 2			
	Mean	%	Median	%
All Employees	R.7(1)(a)	-20.88%	R.8(1)(a)	-19.16%
Part Time Employees	R.7(1)(b)	-2.51%	R.8(1)(b)	-58.06%
Temporary Workers	R.7(1)(c)	-0.33%	R.8(1)(c)	0.00%

	Gender gap in Bonus			
	Mean	%	Median	%
Bonus	R.9(1)(a)	N/A	R.9(1)(b)	N/A

		% of all Male		% of all Female
% in receipt of Bonus	R.9(1)(c)	N/A	R.9(1)(c)	N/A
% in receipt of Benefit in Kind	R.9(1)(d)	N/A	R.9(1)(d)	N/A

Pay Quartiles - See Note 3		% Male		% Female
Quartile 1	R.10(1)(a)	40.54%	R.10(1)(a)	59.46%
Quartile 2	R.10(1)(b)	52.70%	R.10(1)(b)	47.30%
Quartile 3	R.10(1)(c)	31.08%	R.10(1)(c)	68.92%
Quartile 4	R.10(1)(d)	22.97%	R.10(1)(d)	77.03%

Gender Pay Gap Information Report [Regulation 6]

Does the information specified in the metrics above show differences relating to remuneration that are referable to gender? [Y/N]	Y
Is a statement included setting out, in the employer's opinion, the reasons for the differences relating to remuneration that are referable to gender in that relevant employer's case? [Y/N]	Y
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences? [Y/N]	Y

Gender Pay Gap Statement

Organisation:	Public Appointments Service (PAS)
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Reasons for the differences relating to remuneration that are referable to gender

Our gender pay gap reporting information for 2023 shows a gender pay gap in favour of females. This broadly reflects the gender breakdown of our workforce of 296 staff, which is 37% male and 63% female. PAS is proud of its long-standing tradition of having strong female representation at all levels of our organisation, including senior leadership and decision-making roles. We are also committed to continuing to take steps to ensure greater representation of other genders throughout the organisation. Our work is guided by our NUA26 Statement of Strategy, and our mission is to 'recruit a diversity of people for the public service with the talent, character & commitment to deliver for Ireland'.

Measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences

This year's gender pay gap reporting information is not directly comparable to last year, due to the revision of working hours under the Haddington Road Agreement and changes to pay under the Building Momentum public service pay agreement, which occurred in the past reporting year. Nonetheless, this year's information does show a lower percentage of male staff in the lowest paid hourly rate quartile 1, and a higher percentage of male staff in the higher paid hourly rate quartiles 2, 3, and 4. This perhaps reflects some of the impact of the steps we have taken to ensure a greater representation of genders throughout the organisation, and we will continue to take further steps in the future.

During 2023, we launched a new statement of strategy, NUA26, which sets out the vision and strategic priorities for PAS over the next three years. A strategic priority in NUA26 is 'Developing our People, Systems & Culture', and a key part of delivering on this is ensuring we have a diverse workforce, and a workplace culture which embodies inclusion. This year also marked the final year of our Equality, Diversity, and Inclusion Strategy 2021-2023, and we continued to deliver projects and initiatives to embed equality, diversity, and inclusion within PAS and across the wider civil and public service. This is something which we will continue to do going forward.

Further information of relevance

Our NUA26 Statement of Strategy is accessible [here](#). Our Equality, Diversity, and Inclusion Strategy 2021-2023, is accessible [here](#). Further information relating to Gender Pay Gap reporting is accessible from the Department of Children, Equality, Disability, Integration and Youth [here](#).

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