



# Gender Pay Gap Report 2023



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**The HSA gender pay gap for 2023 is -1.5%. This demonstrates the Authority's commitment to ensuring that both men and women are represented highly at all levels and have equal inclusion in senior level roles.**

# Definitions

**“allowance”** means a sum of money payable to a relevant employee in relation to additional duties of the employee; the location of the employee’s place of employment; the purchase, lease or maintenance of a vehicle or item used by the employee for the purposes of his or her employment; or, the recruitment and retention of the employee. It does not include reimbursement of expenditure wholly and necessarily incurred by him or her in the course of his or her employment, for example, reimbursement for travel expenses related to their work.

**“benefits in kind”** includes any non-cash benefit of monetary value provided to an employee. This would include the provision of a company car, voluntary health insurance, stock options, or share purchase schemes.

**“part-time employee”** has the meaning given in s.7 of the Protection of Employees (Part-Time Work) Act, 2001 3

**“piecework”** means work in respect of which a relevant employee is entitled to be paid by reference to the number of pieces made or processed, or the number of tasks performed, by the employee, rather than by reference to a period of time worked.

**“relevant date”** means the date, in the month of June each year, that is selected by a relevant employer for the purposes of the Regulations.

**“relevant employee”** means a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the relevant employer on the snapshot date.

**“relevant employer”** means an employer with over 250 employees on the snapshot date.

**“relevant pay period”** means the period of 12 months ending on the relevant date.

**“shift premium pay”** means the difference between basic pay and any higher rate paid by the employer for work during different times of the day or night.

**“working hours”** means the hours when a relevant employee is available, or required to be available, at or near his or her place of employment for the purposes of working, but does not include the hours when the relevant employee is asleep, notwithstanding that the relevant employee, by arrangement, sleeps at or near his or her place of employment and the relevant employer provides suitable sleeping facilities for that relevant employee.

# Foreword



**Conor O'Brien**  
*Chief Executive Officer*

**It is my pleasure to introduce the first Gender Pay Gap report for the Health and Safety Authority. The publication of our first Gender Pay Gap report forms part of our ongoing commitment to provide an inclusive place to work for all of our staff. I am pleased to report a generally balanced position with a gender pay gap for 2023 of -1.5%. This negative pay gap means that the average hourly rate of females is higher than that of males.**

The gender pay gap for 2023 of -1.5% demonstrates the Authority's commitment to ensuring that both men and women are represented highly at all levels and have equal inclusion in senior level roles. When we look deeper into our data, it is clear that the majority of those who are availing of flexible working options are our female staff. This is in line with trends that we are seeing elsewhere. We are committed to continuing to provide flexible working options and support a healthy work life balance for all staff.

In 2023, the Authority published its first People Strategy which will further embed our culture of inclusion and support for those who wish to pursue a career with us. In this wide-ranging strategy document, we commit to the development of an Equality, Diversity and Inclusion Policy Statement in 2024.

Our people are our most important resource, and this report offers a further opportunity to demonstrate that the Authority is a place that offers equality of opportunity for all. As a data-informed organisation, across its broad mandate the Authority relies on statistical analysis as a foundation on which we build future programmes, initiatives, and supports, so that we can better deliver on our vision of healthy, safe and productive lives and enterprises. Similarly, the data contained in this report will influence our future policies and procedures to build a more dynamic and inclusive workforce.

# 1

## Introduction

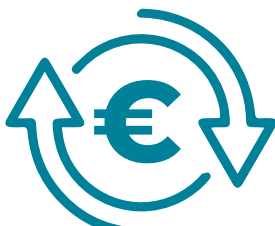
**The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to report on their hourly gender pay gap across a range of metrics. Regulations under the Act came into operation on 31 May 2022 and are published in the Irish Statute Book.**

These regulations require organisations with over 250 employees to report on their Gender Pay Gap by reference to their employees on a particular snapshot date in June. Organisations are also required to publish a written statement setting out the reasons for the differences in gender pay gap metrics and the measures (if any) being taken, or proposed to be taken, to eliminate or reduce such differences. The Health and Safety Authority reached the 250 staff threshold in 2023, hence the publication of this first Gender Pay Gap Report.

The snapshot date is 22 June as the final pay run date in June 2023. The reporting period is 21 June 2022 – 22 June 2023.

There is an important distinction between unequal pay and the gender pay gap, each of which has different underlying causes. Paying women less than men for the same job, purely on account of their gender, is illegal and is clearly addressed in Irish equality legislation. All staff within the Authority have a salary based on agreed public sector salary scales. These pay scales are applied to both women and men in accordance with the relevant grade and incremental point relating to service.

The gender pay gap refers to the gap between what is earned on average by women and men based on average gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or working pattern. It does not indicate or identify discrimination or bias or even an absence of equal pay for equal value work.



**The gender pay gap refers to the gap between what is earned on average by women and men based on average gross hourly earnings of all paid employees**



## A profile of the Authority

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The Authority was established under the Safety, Health and Welfare at Work Act 1989, which has since been replaced by the Safety, Health and Welfare at Work Act 2005. Additional functions have been conferred on the Authority since then under the Chemicals Act 2008 and 2010, and other legislation. In 2014, the Irish National Accreditation Board (INAB) was included under the Authority's functions.

The Authority reports to the Minister of State for Business, Employment and Retail under delegated authority from the Minister for Enterprise, Trade and Employment. The main legislative roles include the areas of Occupational Safety and Health, Chemicals, Market Surveillance and Accreditation. The Authority's mission is to realise a safe and healthy working life for people in Ireland and to foster an environment where businesses can grow and prosper. Also, to see human health protected by the safe use of chemicals in and out of work and to ensure that providers of services and products are accredited thereby enhancing the confidence of their customers and clients.

## What do we report on?

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### **The Gender Pay Gap Information Act 2021 requires the following measures to be reported.**

**Mean gender pay gap** – the difference between the mean (average) hourly rate of pay of male full-pay and part-time relevant employees and that of female full-pay and part-time relevant employees, and temporary workers. This is expressed as a percentage of the male hourly figure. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females in the reporting period, conversely if this figure is negative, it means that the average hourly rate of females is higher than that of males.

**Median gender pay gap** – the difference between the median (middle of the range) hourly rate of pay of male full-pay and part-time relevant employees and that of female full-pay and part-time relevant employees, and temporary workers.

**Median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

**Mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

**Mean benefit-in-kind gap** – the difference between the mean benefit-in-kind received by male relevant employees and that received by female relevant employees.

**Median benefit-in-kind gap** – the difference between the median benefit-in-kind received by male relevant employees and that received by female relevant employees.

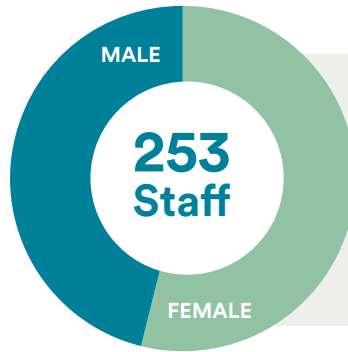
**Quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

The legislation also requires organisations to outline what steps are being taken or planned to be taken to address any gaps that are identified.

If an organisation reports a positive gender pay gap, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females, with the converse meaning the same. Gender pay gaps can fluctuate from month to month and across quartile pay bands, depending on changes to headcount. However, headline figures will give a good indication of the differences between average earnings of males and females.

# 2

# Gender Pay Gap Statement



At the snapshot date there were 253 staff employed by the Authority, ● 46% male and ● 54% female.

The following metrics were calculated using a snapshot date of 22 June 2023 and included data from the preceding 12 months.

**Table 1 – Headcount**

Headcount	Full-Time	Part-Time*	Unpaid Leave**	Total
Male	114	2	1	117
Female	110	25	1	136
				253

\* Part-Time includes those availing of Shorter Working Year and Reduced Hours Contracts at the snapshot date.

\*\* Unpaid Leave includes staff who were availing of Carer's Leave and Unpaid Maternity Leave at the snapshot date.

**Table 2 – Gender Pay Gap Reporting**

Gender Pay Gap Reporting Metric	Gap (as a percentage)
Mean hourly gender pay gap (All staff)	-1.54%
Mean hourly gender pay gap (Part-Time)	-1.16%
Mean hourly gender pay gap (Temporary)	n/a
Median hourly gender pay gap (All staff)	1.52%
Median hourly gender pay gap (Part-Time)	4.84%
Median hourly gender pay gap (Temporary)	n/a
Mean Bonus gender pay gap	n/a
Median Bonus gender pay gap	n/a
Percentage of employees in receipt of a bonus	n/a
Percentage of employees in receipt of benefit in kind	n/a
Percentage of employees in lower remuneration quartile	● Male 52% ● Female 48%
Percentage of employees in lower middle remuneration quartile	● Male 39% ● Female 61%
Percentage of employees in upper middle remuneration quartile	● Male 48% ● Female 52%
Percentage of employees in upper remuneration quartile	● Male 46% ● Female 54%





## Key Findings

The mean gender pay gap for the Health and Safety Authority indicates that, on average, women are paid 1.54% higher than men. Like all Civil and Public Service organisations, the Health and Safety Authority has equal pay for men and women in the same grades. The difference in average pay results from more women than men occupying senior roles over the course of the reporting period.

The median gender pay gap is 1.52%. The median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

Pay rates for each grade are set out in published pay scales which apply to all staff. As such, the gender pay gap arises as a result of the differences in the proportion of male and female employees at particular grades. In relation to part-time employees, the majority of staff who avail of flexible working options, including reduced working hours, are female. It is also relevant that whilst staff availing of maternity leave have their salary payments 'topped up' to their contracted salary level, in calculating these figures, any payments in respect of Social Protection are discounted.

### Differences between what employees are paid can be impacted by a number of complex factors including:

- **Occupational segregation** – some job categories or occupations may have traditionally attracted more females than males or vice versa.
- **Working patterns** – full-time and part-time work. It may be that more females than males seek part-time work or career breaks and although this does not impact on their hourly rate of pay, it may impact on choices around career progression. Within the Authority, this pattern is also evident with more female staff availing of reduced hours and career break options.
- **Length of service** – incremental pay increases may mean that new joiners are paid less than more experienced employees. The Authority has a significant number of staff who have substantial service within the organisation, therefore having achieved increases on incremental pay scales.
- **Gender breakdown of senior roles at higher salaries** – a small number of higher paid employees can affect the average figures.
- **Gender breakdown of lower paid roles** – a large number of lower paid employees can affect the average figure.

# 3

## Supporting Gender Equality

The Authority is fully supportive of all staff at all grades who wish to avail of flexible working initiatives. While it is the case that all flexible working options are available to all staff, it is identified that the proportion of female staff at higher grades availing of flexible working options is higher than their male counterparts.

In 2023, the Authority launched its first People Strategy 'Empowering our Future'. This strategy outlines a number of initiatives to further embed flexible working options, including blended working and also developing Diversity, Equity and Inclusion initiatives to support staff and the work of the Authority.

Whilst this is the first year of Gender Pay Gap reporting, the Authority promotes equality of opportunity in many ways including:

- Fair and transparent recruitment practices, and strong career progression opportunities which are open to all employees.
- A wide range of flexible working and leave options including carer's leave, career breaks, paid maternity and adoptive leave, paid paternity leave, parent's leave, parental leave, shorter working year schemes and work-sharing.
- In addition, blended working is now a part of our flexible working policies with flexible options to combine on-site and remote working.
- The Authority is also fully committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential, with study and examination leave also available.
- There is a comprehensive health and well-being provision, including employee assistance service, occupational health service and an active well-being committee.



**The Authority is fully committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential**

# 4

## Conclusion

**This is the Health and Safety Authority's first Gender Pay Gap report. The mean gender pay gap is -1.54% and the median gender pay gap is 1.52%.**

This report indicates a generally healthy balance of male and female earnings in the reporting period. Further analysis of the data indicates that more females than males make up the majority of those availing of flexible working options, including reduction in working hours. This data will form the baseline upon which the Authority can now build on its commitments to equality of opportunity for all into the future.



# Our Vision: Healthy, safe and productive lives and enterprises



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