

Gender Pay Gap Reporting Checklist

Organisation:	Public Appointments Service
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SNAPSHOT DATE

Snapshot date:	24 th June 2022
Reporting period - from:	25 th June 2021
Reporting period - to:	24 th June 2022

HEADCOUNT on snapshot date - See Note 1

HEADCOUNT	fulltime employees	part-time employees	TOTAL employees	of whom are temporary
Male	93	5	98	9
Female	139	33	172	7
Other				
TOTAL	232	38	270	16

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)	-21.45%	R.8(1)(a)	-22.59%
Part Time Employees	R.7(1)(b)	19.30%	R.8(1)(b)	-23.40%
Temporary Workers	R.7(1)(c)	0.06%	R.8(1)(c)	-5.16%

	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)	47.06%	R.10(1)(a)	52.94%
Quartile 2	R.10(1)(b)	46.27%	R.10(1)(b)	53.73%
Quartile 3	R.10(1)(c)	29.17%	R.10(1)(c)	70.83%
Quartile 4	R.10(1)(d)	22.22%	R.10(1)(d)	77.78%

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 2022 shows a gender pay gap in favour of females. This reflects the gender breakdown of our workforce of 270 staff, which is 36% male and 64% 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. Nonetheless, we are committed to taking steps to ensure greater representation of other genders throughout our organisation. Our mission as an organisation is ‘to recruit a diverse range of people with the talent, character and commitment to deliver for Ireland’, and our work continues to be guided by our NUA Statement of Strategy 2020-2023.

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

A key deliverable from our NUA Statement of Strategy was the development of our Equality, Diversity & Inclusion (ED&I) Strategy 2021-2023. The strategy was launched in March 2021, and contains three key strategic priorities for the period.

- Greater knowledge and understanding of diversity in the recruitment market and the Irish public sector
- Recruitment and selection processes encourage and enable access to candidates from diverse backgrounds
- Our culture models best practice in ED&I, and we support our clients in building public sector workplaces that embrace inclusion and reflect society.

As an organisation, we continue to work on the implementation of our ED&I Strategy and on the design and delivery of projects and initiatives to embed ED&I within PAS and the wider civil and public service. If you would like further information about these projects and initiatives, please email amanda.kavanagh@publicjobs.ie.

Further information of relevance

Our NUA Statement of Strategy 2020-2023, is accessible [here](#). Our Equality, Diversity and Inclusion (ED&I) 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 (DCEDIY) [here](#).

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