



ACQUIRED  
BRAIN INJURY  
IRELAND

## Gender Pay Gap Report 2022



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## 1. Key Findings

The Gender Pay Gap Information Legislation requires organisations with greater than 250 staff to publish their gender gap findings on very specific criteria across their workforce. The Gender Pay Gap is the difference in gross hourly pay of women compared to men's pay. It is shown as a percentage of men's pay. The gender pay gap for all employees at Acquired Brain Injury Ireland (ABII) is **zero percent (0%)**. This finding can primarily be attributed to the consistent ratio of men and women across all levels in the organisation including senior roles and being appropriately remunerated for the role. Approximately two-thirds of all roles in the organisation are held by women. In summary, ABII found that men and women are paid the same remuneration when performing the same role(s) across its organisation.

Analysis of Temporary and Part-Time roles show a negative gender pay gap, **-9%** and **-9.9%** respectfully, favouring female employees.

This report does not reflect the extent to which factors such as length of service; availing of protective leave; and part-time working have impacted on the representation of women across all grades in the organisation.

Data had not been previously co-ordinated in ABII in this manner and we will be optimistic to find that there will be little change at the time of the next snapshot and findings in December 2023.

## 2. Who We Are



ABII is the leading provider of community-based neuro-rehabilitation services for people living with an acquired brain injury in Ireland. We support those with acquired brain injuries and their families through specialised rehabilitation services, training, advocacy and practical help.

Neuro-rehabilitation is a problem-solving process to support individuals to rebuild skills and functions which may have been impacted after brain injury. It is about re-learning, adapting and finding new ways to do things so that survivors of brain injury can continue to achieve their full potential.

With centres and staff across the country, ABII's team is driven by the desire to maximise the abilities of anyone who is facing the challenge of recovery following a brain injury.

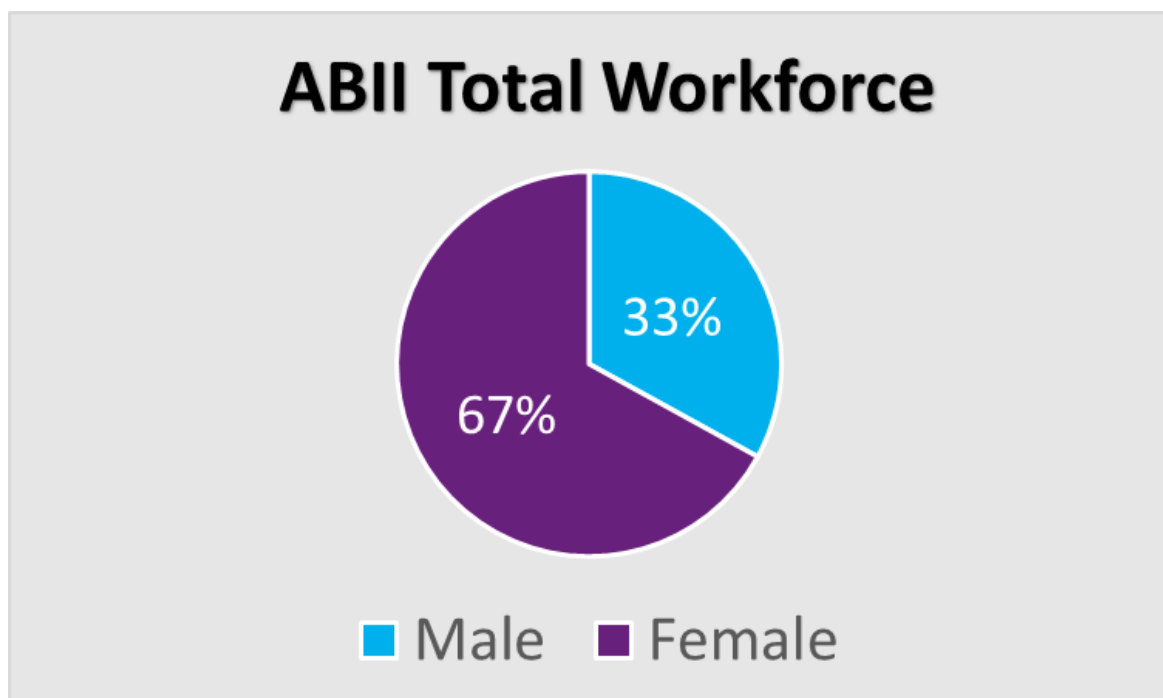
Our vision is for a society where brain injury is understood and all those impacted receive world-class, personalised rehabilitation and support, as and when they need it, allowing individuals and their families to move forward, develop and maximise their potential as individuals, families as well as within our wider society.



### 3. Pay Gap Requirements & Analysis

Organisations of over 250 staff are required under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 to produce a pay gap report. ABII measured the gender pay statistics in its organisation via a snapshot completed on the 30<sup>th</sup> of June 2022. It is important to note that a significant majority of the organisation's workforce is composed of females (Fig 1), and in addition, there are consistent ratios of male to female participation across all levels of the organisation (Fig 2).

Figure 1: Breakdown of the total workforce



## 4. Pay Gap Metrics

The Gender Pay Gap legislation has identified and specified areas in relation to the make-up and remuneration of staff to establish a legislative basis for the report and its publication. The analysis of the data has shown by and large a neutral pay gap between men and women within the wider organisation. ABII is committed to monitoring this data on an ongoing basis as required. The data has allowed ABII to focus on initiatives and activities to ensure that there is equal opportunity for all staff for development, and that progression remains transparent and fair. In particular, this has implications for our recruitment, training and promotional opportunities right across the organisation.

**Figure 2: Pay gap metrics 2022**

<b>Table: 2022 Gender Pay Gap Information Act 2021 Reporting Requirements (Snapshot date 30 June 2022)</b>	
1. Mean hourly gender pay gap (all staff)	<b>0%</b>
2. Median hourly gender pay gap (all staff)	<b>-2.4%</b>
3. Mean bonus remuneration gap	<b>N/A</b>
4. Median bonus remuneration gap	<b>N/A</b>
5. Mean hourly gender pay gap (part-time staff)	<b>-9.0%</b>
6. Median hourly gender pay gap (part-time staff)	<b>-13.0</b>
7. Mean hourly gender pay gap (temporary contracts)	<b>-9.9%</b>
8. Median hourly gender pay gap (temporary contracts)	<b>0.9%</b>
9. Percentage of male/female Benefit in Kind remuneration	<b>N/A</b>
10. Percentage of employees within the lower remuneration quartile	<b>F: 17.5% M: 7.2%</b>
11. Percentage of employees within the lower middle remuneration quartile	<b>F: 15.7% M: 9.4%</b>
12. Percentage of employees within the upper middle remuneration quartile	<b>F: 16.3% M: 8.8%</b>
13. Percentage of employees within the upper remuneration quartile	<b>F: 17.5% M: 7.6%</b>

- Note: Requirements for reporting on BIK and Bonuses did not apply to ABII

## 5. What the Breakdown Reflects

### All Staff



Overall, 67.1% (slightly more than two-thirds) of the roles within ABII are occupied by female staff. As of this report, there was no pay gap within the organisation at the aggregate level. This is explained in part by the strong representation of female staff at all levels within the organisation as illustrated in Figure 2 above, specifically points 10, 11, 12 and 13.

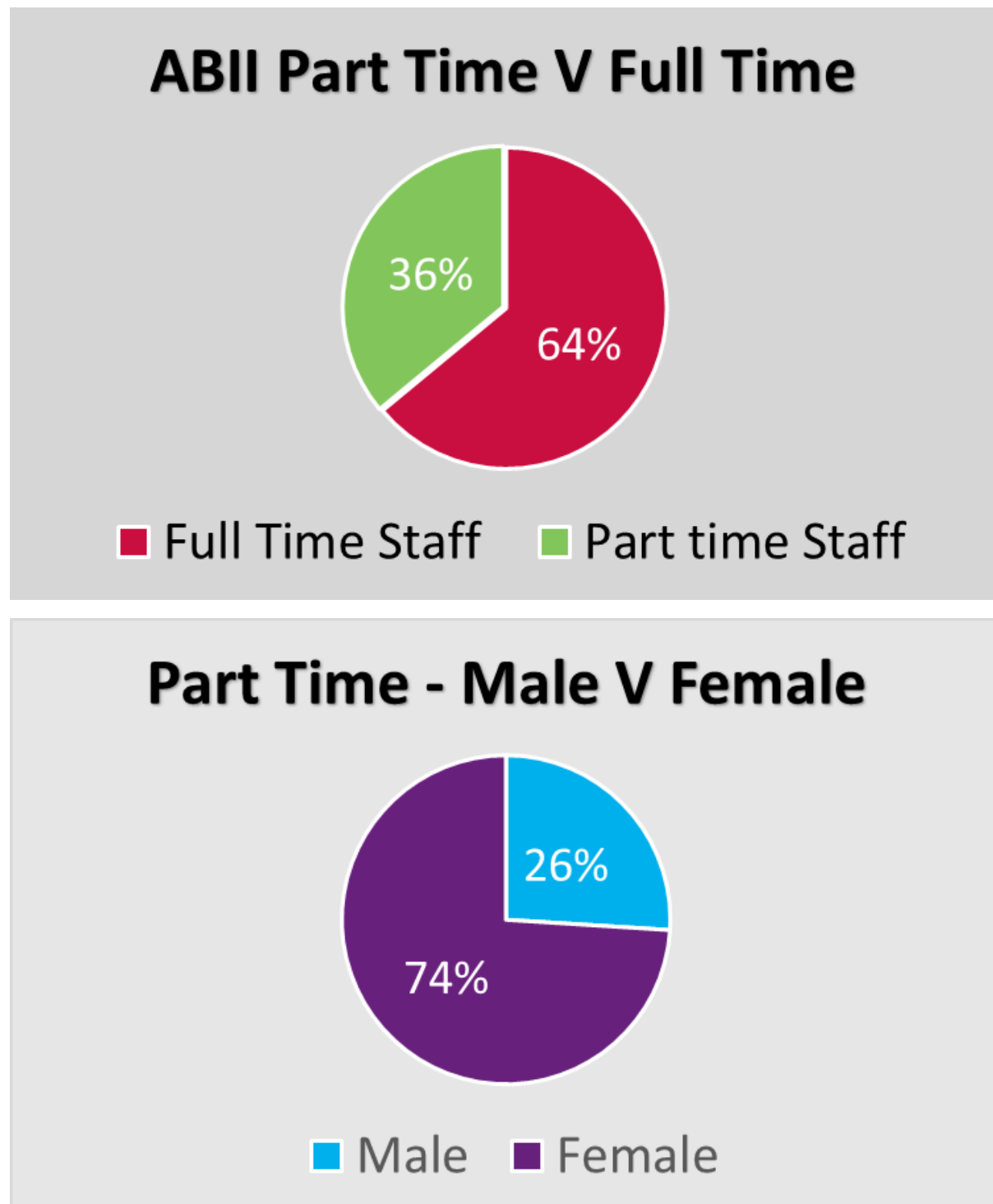
The overall mean and median (0% and -2.35%), coupled with the slightly higher female participation rates in Quartile 1 and Quartile 4 indicate that there is a very strong representation of females in the Senior Leadership Team in ABII and that pay at these levels is consistent with the responsibilities of the role irrespective of the gender of the roles occupant.

### Part-Time Staff

Part-time staff, including relief staff, account for almost one-third of the organisation's workforce at any one point in time (See Fig 3). Upon analysis, females comprised the largest groups of part-time staff, with 74% of the part-time roles during the snapshot held by females. While the remuneration average amongst part-timers favoured females (-9.0%), this was also reflected in the median at -13%. It is indicative of more female staff occupying relief or cover roles

within the organisation, not only at our key service giving levels, but right across the entire organisation including at senior management levels.

Figure 3: Part-time v full-time breakdown





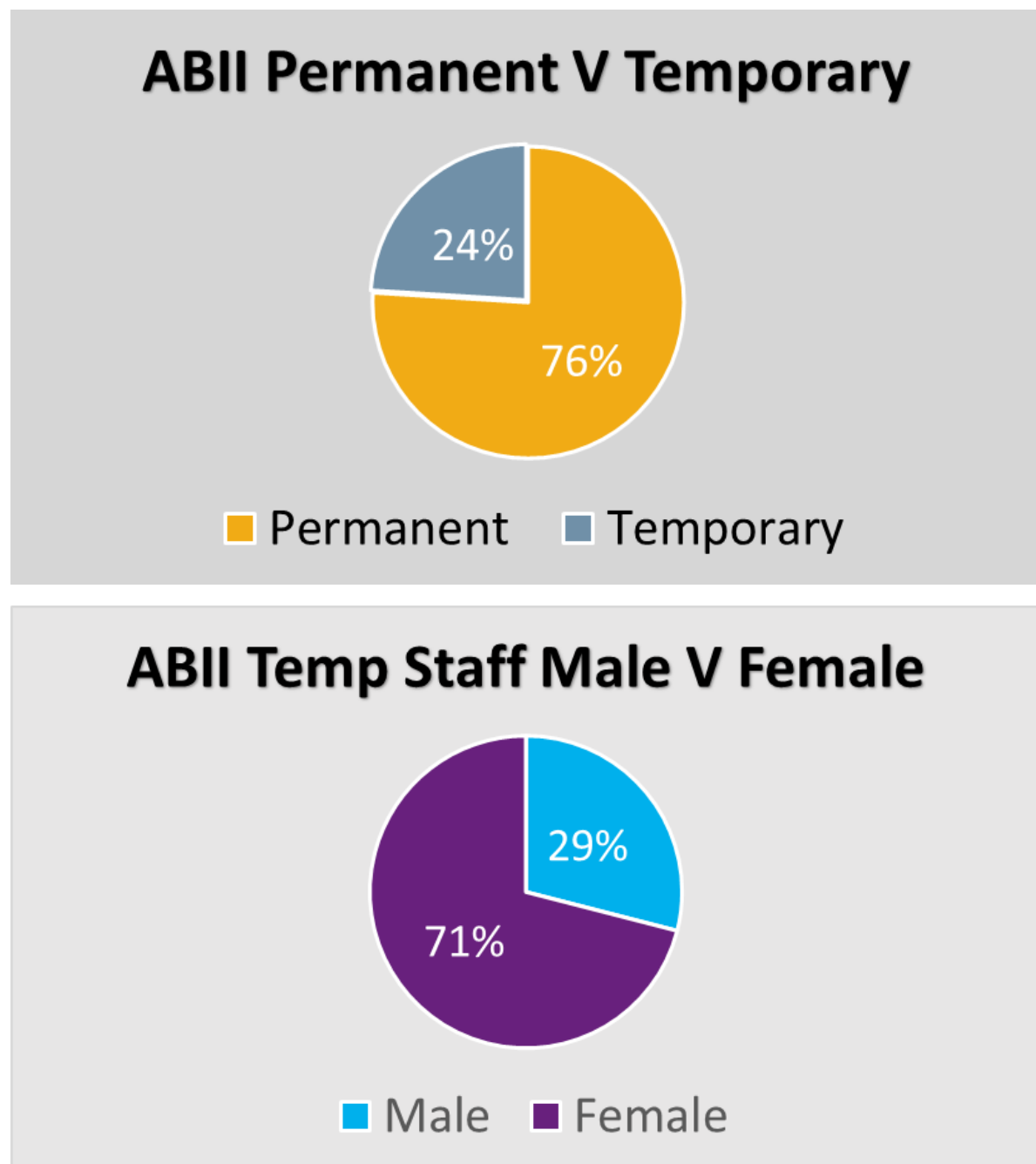
## Temporary staff



Temporary staff account for almost one quarter of our workforce. 71% of that temporary group are female – a significant part of our working population. There are many reasons for this, including the impact of statutory leave across the organisation, leaves of absence for further training and development, etc. The temporary staff pay gap mean is -9.9% with the median being marginal at 0.9%.

While the statistics slightly favours females in many categories within the organisation, the overall mean for all staff is zero. ABII consistently enforces best practice in assigning pay rates to staff representative of their knowledge, training and experience. In addition, as the leading provider of community-based neuro-rehabilitation services for brain injury survivors, we are conscious of our responsibilities not only to our main funders and supporters but ultimately our service users as well.

Figure 4: Permanent v Temporary Breakdown



## 6. What we are doing and where do we go to from here

### Recruitment

To ensure that ABII adheres to diversity, inclusion and equality guidelines, the organisation has consistently maintained a robust **recruitment process** that is fair, transparent and equitable. To support our commitment to equality, we analyse and review our processes on a regular basis through audits, best practice reviews and training, ensuring, for example, gender composition of interview panels, consistent processes and competition review(s). This is important for the organisation both internally and externally. External accreditation is not only key to supporting and maintaining consistent client service delivery, but also important for those staff who support our front-line colleagues.

### Talent Development



Within ABII, there is a strong culture of **talent development** and this forms part of our succession planning strategy. In the currently challenged labour market, we are constantly looking to develop and promote from within, in order not only to maintain talent, but to support careers and retain staff.

The Learning and Development Team has developed a flexible and robust training model that allows staff to train and develop for roles they aspire to. This gives our participating colleagues a real sense of opportunity and achievement. The aim is

to reduce turnover and increase job satisfaction. The key goal of our training is to ensure it is open to as many colleagues as possible, despite our geographical spread. Learning is flexible and we provide a lot of opportunities for staff to engage in training programmes that not only enhance their front-line skills, but, importantly, it is an opportunity to grow and develop leadership across the Organisation.

Critical to this self-development approach is that all staff are encouraged to progress and given equal opportunity to learn new management and leadership skills at all levels in the organisation. This has ensured that ABII has a strong track record of internal promotion and progression into management as well as other clinical posts.

### **Equality Diversity and Inclusiveness**

This year, we are focusing on Equality Diversity and Inclusiveness (EDI) training for all staff. Coupled with new statutory developments on policies relating to respect and dignity in the workplace, we aim to keep all channels of communication and discussion open and transparent in relation to the running of the organisation. It is critical that all staff feel empowered to have a voice to outline concerns in any situation, including but not limited to their own career.

## 7. In summary



We welcome the findings of the Gender Pay Gap report for Acquired Brain Injury Ireland. However, we are acutely aware that this is only the first snapshot of many in relation to gender pay in our organisation.

While by and large the report shows a neutral gender pay gap, our focus is to ensure that as we develop as an organisation, ensuring our day-to-day activities are underpinned by equality, fairness and transparency at all levels. This is only the first snapshot and ABII will be looking at this Gender Pay Gap on a regular basis going forward. In addition, we will be regularly reviewing processes across the organisation to ensure equality underpins not only policies and processes, but to ensure an inclusive and sustainable culture critical to the delivery of a world class service.