



Gender Pay Gap Report

RELATECARE & RIGNEYDOLPHIN
RESULTS FOR THE YEAR 2022





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1.0 Gender Pay Gap Information Act 2021

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. The Regulations require organisations with over 250 employees to report on their gender pay gap in 2022 by reference to their employees on a snapshot date in June 2022.

This legislation reinforces our commitment to equality of opportunity. At RelateCare we have a very diverse workforce and are committed to diversity, equity and inclusion.



1.1 Calculating the Gender Pay Gap

The gender pay gap is calculated using two figures, the mean and the median value:

- The mean gender pay gap is the difference between the mean pay (average pay) for men versus women in an organisation. To calculate it, we convert all pay to an hourly rate, add this up and divide by the total number of relevant employees.
- The median gender pay gap is the percentage difference between the midpoint of pay for all men versus women. The mean and median bonus gender pay gap is calculated using the same method.



2.0 Gender Pay Data

As the Group Company operates as two separate entities, RelateCare and RigneyDolphin, both are reported separately below:

RelateCare Summary

Our gender pay gap between men and women is 2.58% (mean) and 0.22% (median).

The mean and median hourly pay gap between Male and Female employees is:

Mean: 2.58%
Median: 0.22%

The mean and median hourly pay gap between part time Male and Female employees is:

Mean: 1.11%
Median: 0.10%

The mean and median bonus pay gap between Male and Female employees is:

Mean: 5.26%
Median: 22.28%

The percentage of employees who received Bonuses and BIK between Male and Female employees is:

Bonus: Male 9.09%, Female 10.41%
BIK: Male 1.36%, Female 0.97%

RigneyDolphin Summary

Our gender pay gap between men and women for RigneyDolphin is 2.42% (mean) and 1.38% (median).

The mean and median hourly pay gap between Male and Female employees is:

Mean: 2.42%
Median: 1.38%

The mean and median hourly pay gap between part time Male and Female employees is:

Mean: -1.33%
Median: 0.61%

The mean and median bonus pay gap between Male and Female employees is:

Mean: 39.91%
Median: 80.56%

The percentage of employees who received Bonuses and BIK between Male and Female employees is:

Bonus: Male 2.02%, Female 6.10%
BIK: Male 0.00%, Female 1.22%



3.0 Gender Pay Data Quartiles

RelateCare

<p>LOWER QUARTILE</p> <p>Male: 32.70% Female: 67.30%</p>	<p>Upper Middle Quartile</p> <p>Male: 32.91% Female: 67.09%</p>
<p>Lower Middle Quartile</p> <p>Male: 35.44% Female: 64.56%</p>	<p>Upper Quartile</p> <p>Male: 37.97% Female: 62.03%</p>

RigneyDolphin

<p>Lower Quartile</p> <p>Male: 22.99% Female: 77.01%</p>	<p>Upper Middle Quartile</p> <p>Male: 34.88% Female: 65.12%</p>
<p>Lower Middle Quartile</p> <p>Male: 22.09% Female: 77.01%</p>	<p>Upper Quartile</p> <p>Male: 34.88% Female: 65.12%</p>



? 4.0 Understanding The Pay Gap

	RelateCare	RigneyDolphin
Mean and median hourly rate pay gap	The mean of 2.58% and median of 0.22% in hourly rate of pay for RelateCare employees is linked to a 5% variance on tenure within the company for males	The mean of 2.42% and median of 1.38% in hourly rate of pay for RigneyDolphin employees is linked to a 14% variance on tenure within the company for males
Mean and median pay gap of part-time employees	The mean of 1.11% and median of 0.10% for part time RelateCare employees is based on the fact that there is very small gap between the amount of males v females working part time in RelateCare	The mean of -1.33% and median of 0.61% for part time RigneyDolphin employees is based on the fact that the majority of part time RigneyDolphin employees are female
Mean and median bonus pay gap	The mean of 5.26% is driven by the fact that seven of the 20 males who qualified for bonuses in RelateCare qualified for the higher rate, compared to 40 females who qualified for bonuses in RelateCare 15 of which were on the higher end of the scale for bonuses. Likewise, the median of 22.28% represents seven males qualifying for bonuses versus 15 females in RelateCare.	The mean of 39.91% is driven by the fact that only two males qualified for bonuses in RigneyDolphin, one of which is on the higher end of the scale for bonuses, compared to 15 females who qualified for bonuses in RigneyDolphin, three of which were on the higher end of the scale for bonuses. Likewise, the median of 80.56% represents two males qualifying for bonuses versus 15 females in RigneyDolphin.
Percentage of employees who received Bonuses and BIK	In RelateCare, a higher portion of 10.41% of females received a bonus compared to 9.09% of males. The difference of 0.97% of females receiving BIK compared to 1.36% of males is based on tenure within RelateCare	In RigneyDolphin, a higher portion of 6.10% of females received a bonus compared to 2.02% of males. The difference of 1.22% of females receiving BIK compared to 0% of males is based on tenure within RigneyDolphin



→ 5.0 Gender Pay Data Actions

While the overall gender pay gap for both RelateCare and RigneyDolphin is low, we are continuously working to maintain momentum with this and ensure that it continues to decrease. We have implemented the below initiatives to support this:

- Supporting Work Life Balance – We will continue to work closely with employees to support their work life balance through Work from Home options, Maternity/Paternity Leave, Parents and Parental Leave, Carers Leave etc.
- Working from home – We continue to offer hybrid roles to support employees work life balance and also attract talent on a national scale.
- CareAcademy and Career Path Model – In 2023 we launched an internal learning and development programme to support talent development and career progression for all employees.
- Diversity and Inclusion – At RelateCare and RigneyDolphin we will continue to foster a diverse and inclusive environment.



6.0 Confirmation Statement

I confirm that the data contained within this report is accurate and meets the requirements of the gender pay gap reporting regulations.

Signature

Eibhlín Payne
Chief Operating Officer