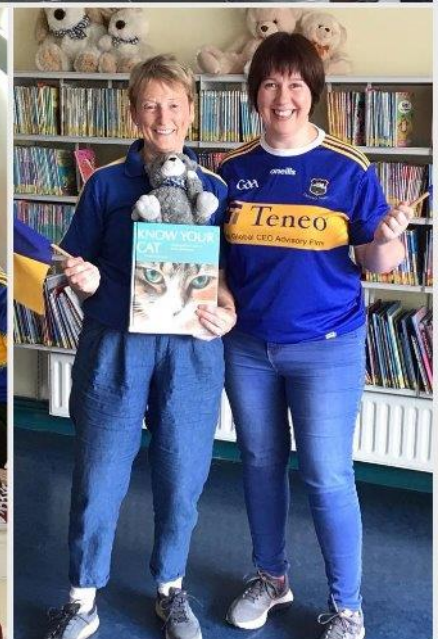




Comhairle Contae Thiobraid Árann  
Tipperary County Council

# GENDER PAY GAP REPORT 2022



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# 1. Introduction



As the first Chief Executive of Tipperary County Council I am proud to be associated with and indeed welcome the opportunity to launch the Council's first Gender Pay Gap Report.

I do so in the knowledge that the Council fully embraces the principles of The Public Sector Duty and The Local Authority People Strategy and has ensured that "Our People" feature as a central pillar and core strategic theme of our current Corporate Plan 2020 – 2024.

The issue of gender pay differences is an important one, not only to the workplace but to wider society and it is therefore important that public bodies such as ourselves are seen to champion equality issues across the organisation.

People are at the core of our organisation – we continue to strive to promote and sustain an inclusive organisational culture which provides equality of opportunity and where every employee feels valued.

Tipperary County Council is a place where all employees have the same opportunities for recognition and career development and are treated fairly and equitably at work. We continue to be committed to addressing workplace barriers to equality, supporting diversity and creating an open and inclusive workplace community.

As can be seen later in the report Tipperary County Council provides employment and career opportunities across a diverse range of disciplines and it is important to us that that diversity is reflected in our people and our culture.

Many equality, diversity and inclusion initiatives and supports are already in place and we will continue to work in this area – but improvement is always possible.

We will examine what the gender pay gap figures can tell us about our organisation and this will help inform our action plans in this area. We will work with our colleagues across the sector to share best practice in that regard. We will continue to monitor these trends over time and look forward to next year's figures.

## 2. About us

### Local government in Ireland

There are 31 local authorities and 3 regional assemblies in Ireland. Local authorities are the closest and most accessible form of government to citizens. They have responsibility for the delivery of a wide range of services in their local area, with a focus on making cities, towns, villages and the countryside attractive places in which to live, work and invest.

Local authority services make a significant contribution to the physical, cultural, social and environmental development of communities and include housing, planning, infrastructure, environmental protection and the provision of amenities and recreation and community infrastructure.

Local authorities play a key role in promoting social inclusion and quality of life and supporting economic development and enterprise at a local level. Local authorities take the lead role in shaping the strategic vision of the county or city. They also work in partnership with other state, public and private bodies in the delivery of critical infrastructure and shared services.

Local authorities deliver hundreds of services and implement policy across a range of areas including:

- Arts and culture
- Climate action
- Community services
- Economic development
- Environment
- Housing
- Libraries
- Parks and open spaces
- Planning
- Roads and transport
- Tourism
- Water Services (On behalf of Irish Water)

Local authority employees come from a wide range of backgrounds with diverse skill sets, qualifications and experience. Roles in the sector include:

- Accountants
- Administrative roles
- Apprenticeships
- Archaeologists
- Architects
- Archivists
- Conservation officers
- Engineers
- Fire services
- General service and tradespeople
- Graduates
- Health and Safety
- Information technology
- Library services
- Planners
- Senior management roles
- Technicians

Working for Tipperary County Council gives our employees the opportunity to gain experience at the heart of local government and to make a real difference for County Tipperary. Everything we do in Tipperary County Council is geared towards making County Tipperary a great place to live and work and our employees play a vital role in that ambition.



Tipperary County Council Library Service's Video



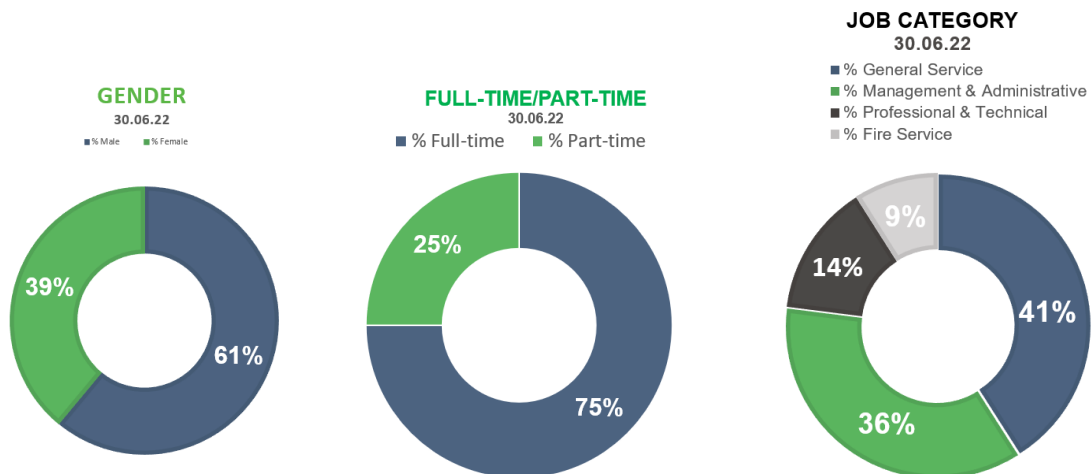
# Tipperary County Council

Tipperary County Council is the Authority responsible for Local Government in County Tipperary. Our corporate headquarters are located at Civic Offices, Emmet Street, Clonmel and Limerick Road, Nenagh, and there are five Municipal Districts [Borough District of Clonmel, Municipal District of Tipperary, Cahir, Cashel, Municipal District Thurles, Municipal District of Nenagh and Municipal District of Carrick on Suir]. Tipperary County Council has 40 elected members and approximately 1200 staff.

Tipperary County Council is responsible for providing a wide range of services and supports to a diverse range of customers. Our customers include over 159,500 residents in 69,106 households, approx 14,000 businesses with over 63,400 employees, along with those who visit our county whether for recreation or work. The Council provides a diverse range of services across a large geographic area. Key services areas include Planning, Local Enterprise Office, Community and Economic Development, Transportation, Motor Taxation, Water, Environment, Emergency Services along with Housing, Libraries and the Arts. These operations are supported by internal services which include ICT, Corporate, Finance and Human Resource functions.

Tipperary boasts both vibrant urban centres, active rural based communities, a highly skilled workforce and excellence in R & D capabilities spanning the length and breadth of the county. Ireland’s largest inland county is home to some of the world’s largest organisations across the global technology, pharmaceutical, biosciences, manufacturing and financial services sectors.

Our employees work in a dynamic and progressive local authority which promotes training and development of our employees who are our most valuable resource.



# 3. Gender Pay Gap Reporting

## Gender pay gap reporting 2022

The Gender Pay Gap Information Act, 2021 requires organisations with over 250 employees to report on their Gender Pay Gap. 2022 is the first year that organisations will have to report on their Gender Pay Gap. Organisations are asked to select a 'snapshot' date in the month of June. For local authorities, the snapshot date is 30 June 2022. The reporting period is the 12 months immediately preceding and including the snapshot date. Organisations have six months to prepare their calculations, before reporting six months later during December 2022. The information must be published on the employer's website or in some other way that is accessible to all its employees and to the public.

## Who is included?

All persons employed by the employer on the snapshot date, including employees not rostered to work on that date and employees on leave. The mean and median figures must also be given separately for part-time and temporary employees.

## What do we mean by the gender pay gap?

The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work. All male and female employees in the local government sector are paid equally for work that is the same or similar or for work of equal value, therefore this report does not examine equal pay. Rates of pay within the sector are agreed through national wage agreements negotiated regularly between employers and staff representatives. Most employees are paid according to an incremental salary scale and the salary ranges for various roles are available on the local government jobs website at [www.localgovernmentjobs.ie](http://www.localgovernmentjobs.ie)

## Mean and Median Gender Pay Gap

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role, using the following measures:

MEAN GENDER PAY GAP
<p>This shows the % difference between the average hourly rate of pay for males and average hourly rate of pay for females</p> $\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{average male hourly rate}} \times 100$
MEDIAN GENDER PAY GAP
<p>This shows the % difference between the median hourly rate of pay for males and median hourly rate of pay for females</p> $\frac{(\text{median of male hourly rates}) - (\text{median of female hourly rates})}{\text{median of male hourly rates}} \times 100$

The **mean** is the average. It is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date



The **median** is the figure that falls in the middle of a range where the salary of all relevant employees is listed, from the lowest to the highest. This can provide a more accurate representation of the 'typical' differences in pay.

It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap.

For example, a small number of higher paid employees can impact the mean figure and if this is the case, the median figure may be more representative of difference between what a male and a female is paid.

If there is a significant difference between an organisation's mean and median pay gap, this may indicate that the data is impacted either by the presence of very low earners (making the mean lower than the median) or by a group of higher earners (making the mean higher than the median).

It is also important to remember that this report uses data on a snapshot date in June. Gender pay gaps can fluctuate from month to month and across quartiles, depending on changes to headcount. However, headline figures will give a good indication of the differences between average earning between males and females.

## **Quartile Pay Bands**

Dividing employees into four more-or-less equal groups (or quartiles) with pay graded from lowest to highest helps us to examine pay across different levels of the organisation.

Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands.

## **Bonus and benefit-in-kind**

Figures must also be provided for bonus payments or benefit-in-kind payments if these apply. Bonus payments do not apply within the local government sector. Benefit in Kind may arise in certain circumstances, such as where some professional fees are paid by the employer.

## Factors that can have an impact on the gender pay gap

As mentioned, this report does not look at equal pay. Every employee, regardless of gender is paid equally for work that is the same or similar or for work of equal value. However, differences between what employees are paid can be impacted by a number of complex factors including:

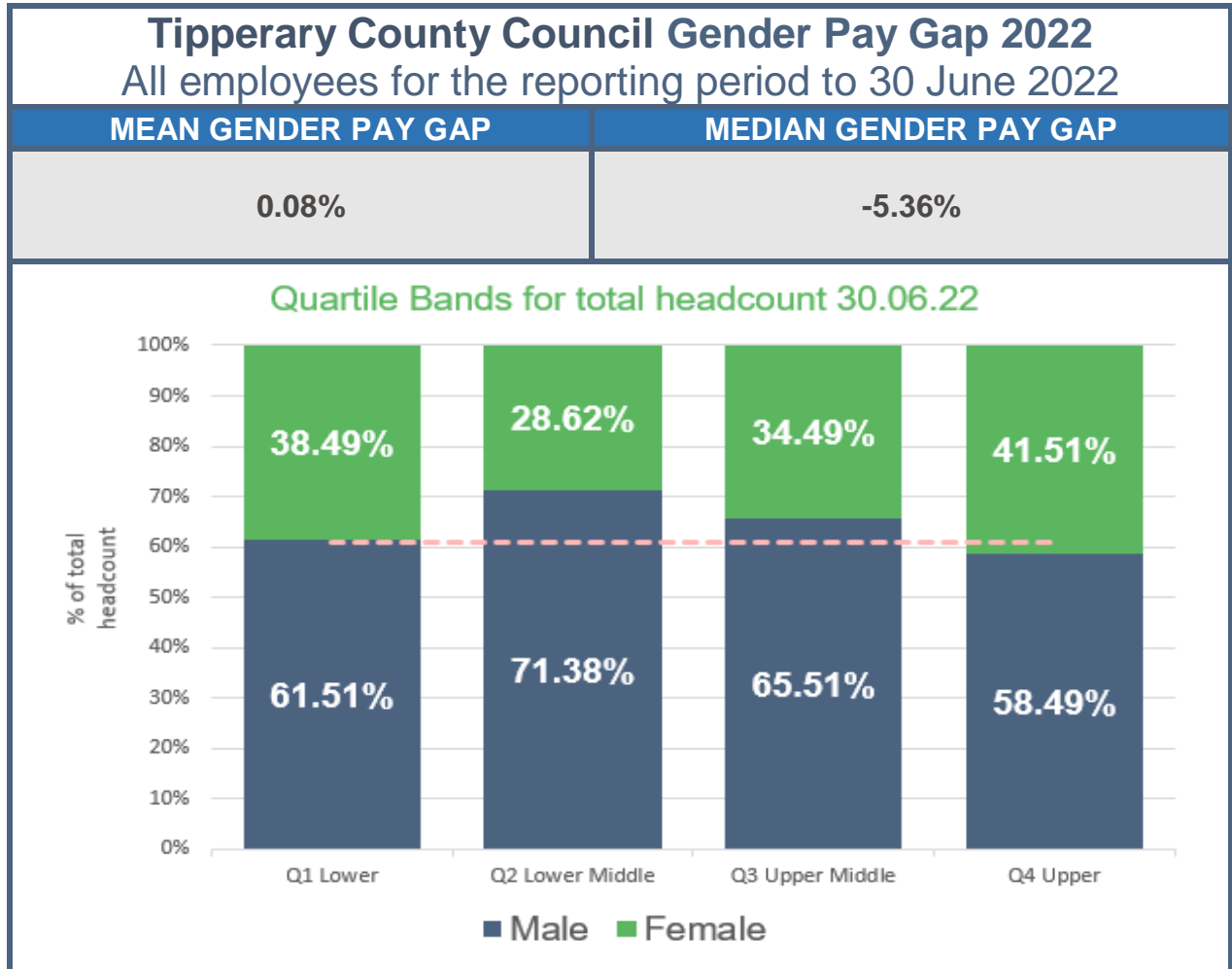
- Occupational segregation – some job categories or occupations may have traditionally attracted more females than males or vice versa.
- Working patterns – full-time and part-time work. It may be that more females than males seek part-time work or career breaks and although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
- Length of service – incremental pay increases may mean that new joiners are paid less than more experienced employees.
- Time of year – temporary or seasonal workers may be recruited for different roles which may attract a different rate of pay.
- 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 figures.

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.

If an organisation reports a **negative gender pay gap**, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy higher paid roles than males. The larger the positive or negative pay gap is, the more marked the differences in hourly rates of pay will be and the more males or females proportionally working in either higher or lower paid roles within the organisation.

## 4. Our figures

### Mean and Median Gender Pay Gap and Pay Band Quartiles – all employees



The Mean Gender Pay Gap shows that on average, females and males are paid almost exactly the same average hourly rate. The Median Gender Pay Gap shows that the median rate of pay for females is 5.36% higher than the median rate of pay for males. This is reflective of the fact that there are fewer females in the lower paid pay groups (33.54%) compared to males.

Looking at the distribution in the four quartiles helps us examine pay at different levels of the organisation. The split for each of the 4 quartiles is broadly in line with our workforce demographics of 61% male and 39% female. For there to be no Gender Pay Gap you would expect to see the workforce demographics reflected more closely in each quartile.

However, there is a slightly higher proportion of females in the Q4 Upper Quartile (42%) compared to Q1 Lower, reflecting that there are proportionately more females at higher grades. There is also a higher proportion of males in the Q2 Lower Middle (71%) and Q3 Upper Middle (66%), reflecting that there are proportionately more males in mid-range grades than our workforce demographic would suggest.

On a broad examination of the spread of male/female employees across the staffing structure it is interesting to note that Senior Management accounts for only 3% of the workforce with a gender split of 79%/21% in favour of males. Clearly there is some work to be done on achieving a balance more in line with the general workforce demographic.

In the context of mid-range employees, the picture is somewhat different in that 50% of the workforce fall into this category with a gender split of 68%/32% in favour of males.

The remaining 50% (Lower & Upper) of the workforce reflect more accurately the workforce demographic gender split of 61%/39%, coming in at 60%/40% in favour of males.

**Note:** 61%/39% is the gender breakdown of all employees on 30 June 2022. This is show in the dotted line on the quartile Bands for total headcount graphic

## Mean and Median Gender Pay Gap – Part-time employees

Tipperary County Council Gender Pay Gap 2022 Part-time employees for the reporting period to 30 June 2022	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
-4.49%	0.91%

Approximately 23% of our employees during the relevant period were working part-time. Of these, 51% are male and 49% are female. However, a significant proportion of the male cohort is made up of retained Firefighters who when excluded have the effect of changing this demographic to 78%/22% in favour of females.

Factors influencing the pattern of part-time employees across the organisation include a range of family friendly flexible work options for part-time work, which, while available to all employees, have a greater take-up in administrative and clerical job categories.

Another factor is job categories where part-time work is an occupational feature of the role such as the fire service, library service, lifeguards and leisure attendants.

## Mean and Median Gender Pay Gap – Temporary Employees

Tipperary County Council Gender Pay Gap 2022	
Temporary employees for the reporting period to 30 June 2022	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
3.48%	-6.13%

On 30 June 2022, approx 10% of our employees were employed on temporary contracts. Of these, the majority 64% are male and 36% are female. These contracts include temporary/seasonal employees such as administrative assistants, lifeguards, and general operatives, as well as, apprentices and drivers/machinery operators. Significant seasonal bodies of work such as the annual roadworks programme generate a number of temporary positions and these are well reflected in the figures presented.

In addition to this a number of Fixed Term or Specified Purpose Contract appointments are noted, particularly in the area of shared services such as LAWPRO (Local Authorities Waters Programme) and other specialist areas.

## 5. Other Payments

### **Benefit in kind**

Benefits in kind includes any non-cash benefit of monetary value provided to an employee. The range of usual benefits in kind such as the provision of a company car, voluntary health insurance, stock options, or share purchase schemes are not applicable to employees in the local government sector.

However, benefit-in-kind applies to certain payments in the sector such as apprentices which is the case in Tipperary County Council.

On 30 June 2022 0.12% male employees received a Benefit in Kind payment and 0.0% of females received a Benefit in Kind payment.

### **Bonus payment**

Bonus payments do not feature as part of pay in the local government sector.

## 6. How we are supporting Gender Equality

In line with the Gender Pay Gap Information Act 2021, 2022 is the first year that Tipperary County Council has reported on the gender pay gap, but equality, diversity and inclusion continues to be part of the way we work.

### Fair and transparent recruitment practices

- As an equal opportunities' employer, we work to promote a culture of equality and we strive to embrace genuine equality of opportunity through our recruitment and selection process which are open to all.
- We provide appropriate assistance and accommodation throughout our recruitment and selection process, including providing easily accessible interview facilities, agreeing an appropriately timed interview, and supplying or arranging appropriate equipment.
- All our Interview Board are gender balanced and all Interview Boards receive training, including unconscious bias training.
- Recruitment websites highlight family friendly and flexible working options and our job descriptions and job advertisements are gender neutral.
- We provide training and support, open to all employees to help them prepare for job applications and interviews.
- Employees are paid according to an incremental salary scale and we offer strong career progression opportunities which are open to all employees.

### Work life balance

- We offer a wide range of flexible working and leave options which are available to all employees, including carer's leave, career breaks, paid maternity and adoptive leave, paid paternity leave, parent's leave, parental leave, shorter working year schemes, work-sharing.

### Blended working

- Blended working is now a part of our flexible working policies with flexible options to combine office and home/hub working.



- We provide access to the Cycle to Work Scheme and the Tax Saver Scheme, to reduce commuting costs.

## **Learning and development**

- We are committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential. All employees are actively encouraged to pursue education opportunities through the Education Assistance Scheme, with study and examination leave also available.

## **Health and Wellbeing**

- The health and wellbeing of all employees is paramount and a healthy work-life balance is important to us in. We offer a comprehensive employee occupational health and wellbeing programme including an Employee Assistance Programme, health screening, health and nutrition advice and wellbeing webinars etc.

## **Dignity at Work**

- We promote and support a culture of dignity, respect and equality. We have a Dignity at Work Policy and all employees and managers have received training and support in the implementation of the policy

## **Equality, Diversity and inclusion**

- Tipperary County Council is continually developing as an employer of choice to attract, develop and promote an inclusive and diverse employee population.
- We continue to design and provide responsive services and customer care that meet the needs of an increasingly diverse customer base.
- An assessment is being conducted of equality and human rights across all Council functions and services and the Council will develop an Action Plan on equality and human rights

## Public Sector Duty

- Tipperary County Council progressively embeds the Public Sector Duty in its current management, policy development and service delivery processes.
- The Public Sector Duty is set out in Section 42 of the Irish Human Rights and Equality Commission Act, 2014. Section 42 requires a public body, in the performance of its functions, to have regard to the need to eliminate discrimination, promote equality of opportunity and treatment of its staff and the persons to whom it provides services and protect human rights of its members, staff and the persons to whom it provides services.
- Public bodies are required to set out in a manner that is accessible to the public in its strategic plan an assessment of the human rights and equality issues it believes to be relevant to its functions and purpose and the existing or proposed policies, plans and actions to address those issues. Furthermore, public bodies are required to report annually on developments and achievements in that regard in its annual report in a manner that is accessible to the public.

Tipperary County Council acknowledges the commonality of purpose stated in both the “Duty” and Gender Pay Gap reporting requirements and the publication of this report serves to underline and support the three-step approach advocated by the IHREC i.e., Assess, Address and Report.

## Women in leadership

- Our Senior Management Team comprises the following gender balance 75% Male and 25% Female and we aim to further develop Women in Leadership programmes in addition to those already supported.

## Apprenticeships

- As part our inclusive approach to recruitment, Tipperary County Council offers a number of apprenticeship programmes and is considering participating as part of the Department of Further and Higher Education, Innovation and Science’s Action Plan for Apprenticeship 2021 – 2025 which aims to increase the number of apprenticeships within the Public Service.

This includes new apprenticeship programmes linked to areas of work within local authorities, including IT and finance as well as more traditional apprenticeship areas.

## Data collection and evidence-based policy development

- We welcome the opportunity to report on our gender pay gap and have worked collaboratively across the sector to provide a standard and consistent approach to reporting. We will work with the LGMA and our colleagues in other local authorities to share learnings and best practice.

