



Comhairle Contae Thiobraid Árann
Tipperary County Council



Gender Pay Gap Report 2024



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1. Introduction by Tipperary County Council Chief Executive, Ms. Sinead Carr



As the first female Chief Executive of Tipperary County Council, I am delighted to present the 2024 Gender Pay Gap report for our organisation. This is our third such report and I welcome the opportunity to publish our findings.

Tipperary County Council is committed to creating an inclusive workplace culture, where every employee feels valued. People are at the core of our organisation and we continue to strive to promote and sustain equality of opportunity. Tipperary County Council is a place where all employees have equal prospects for career development and progression.

As a public sector body, we are committed to addressing workplace barriers to equality and to continually support diversity. Many equality, diversity and inclusion initiatives are already in place, and we will continue to work on maintaining and developing supports and strategies to further our goal of embedding inclusivity across all levels of the organisation.

This year's gender pay gap figures will be used to inform our future action plans and we will continue to monitor these trends and work with our colleagues across the local government sector to share and develop best practice in order to ensure a sustainable, inclusive and diverse workplace.

Sinead Carr

December 2024

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
- Recreation & Sport

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

- Accountants
- Administrators
- Apprenticeships
- Archaeologists
- Architects
- Archivists
- Bio-diversity Officer
- Conservation Officers
- Disability Officer
- Engineers
- Fire Service personnel
- General service and tradespeople
- Graduates in a range of Skills areas
- Health and Safety
- Heritage Officer
- Information Technology
- Library services
- Planners
- Social Workers
- Scientists
- 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 in the county of 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

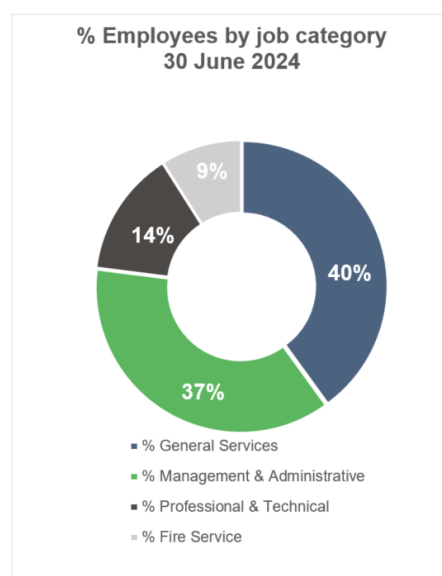
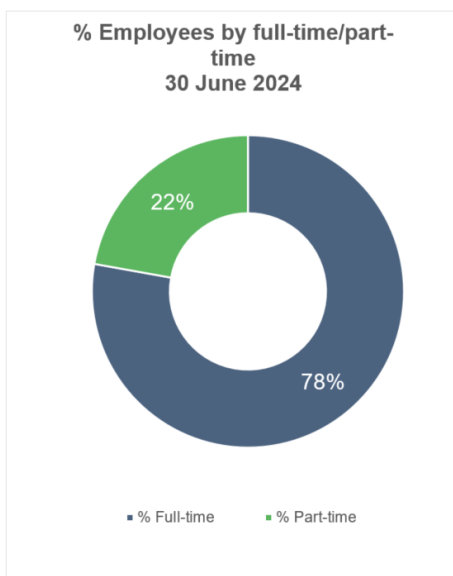
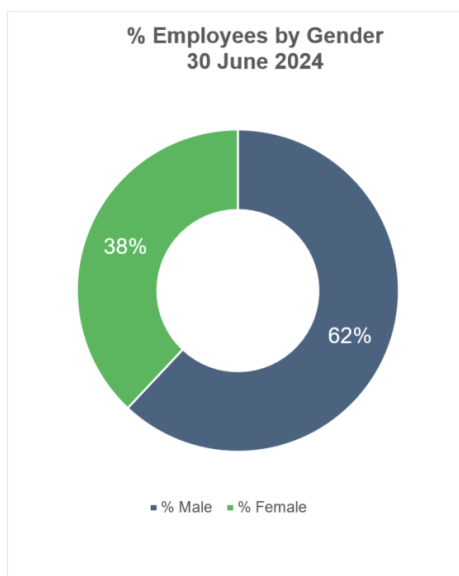
Tipperary County Council is the Authority responsible for Local Government in County Tipperary. Our corporate headquarters are located at Civic Offices, Emmet

Street, Clonmel and Limerick Road, Nenagh, and there are five Municipal Districts. Tipperary County Council has 40 elected members and approximately 1300 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 167,500 (Census 2022) 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 2024

The Gender Pay Gap Information Act, 2021 requires organisations with over 250 employees to report on their Gender Pay Gap. 2024 is the third 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. The reporting period is the 12-month period immediately preceding and including the snapshot date, which for local authorities, the snapshot date is 30 June 2024. Organisations have six months to prepare their calculations, before reporting six months later during December 2023. 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 calculates the percentage difference between the average earnings of males and females irrespective of their role. 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

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

This shows the % difference between the average hourly rate of pay for males and average hourly rate of pay for females

$$\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{average male hourly rates}} \times 100$$

MEDIAN GENDER PAY GAP

This shows the % difference between the median hourly rate of pay for males and median hourly rate of pay for females

$$\frac{(\text{median of male hourly rates}) - (\text{median of female hourly rates})}{\text{median of male hourly rates}} \times 100$$

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 quartile pay bands, 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. In order to group employees into these Quartile Pay Bands, the organisation lists all employees from lowest to highest, based on their hourly rates. The employees are then divided into four equal groups or Quartiles based on this - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile as a percentage e.g. percentage of male employees in the lower quartile and percentage of female employees in the lower quartile (and so on).

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.

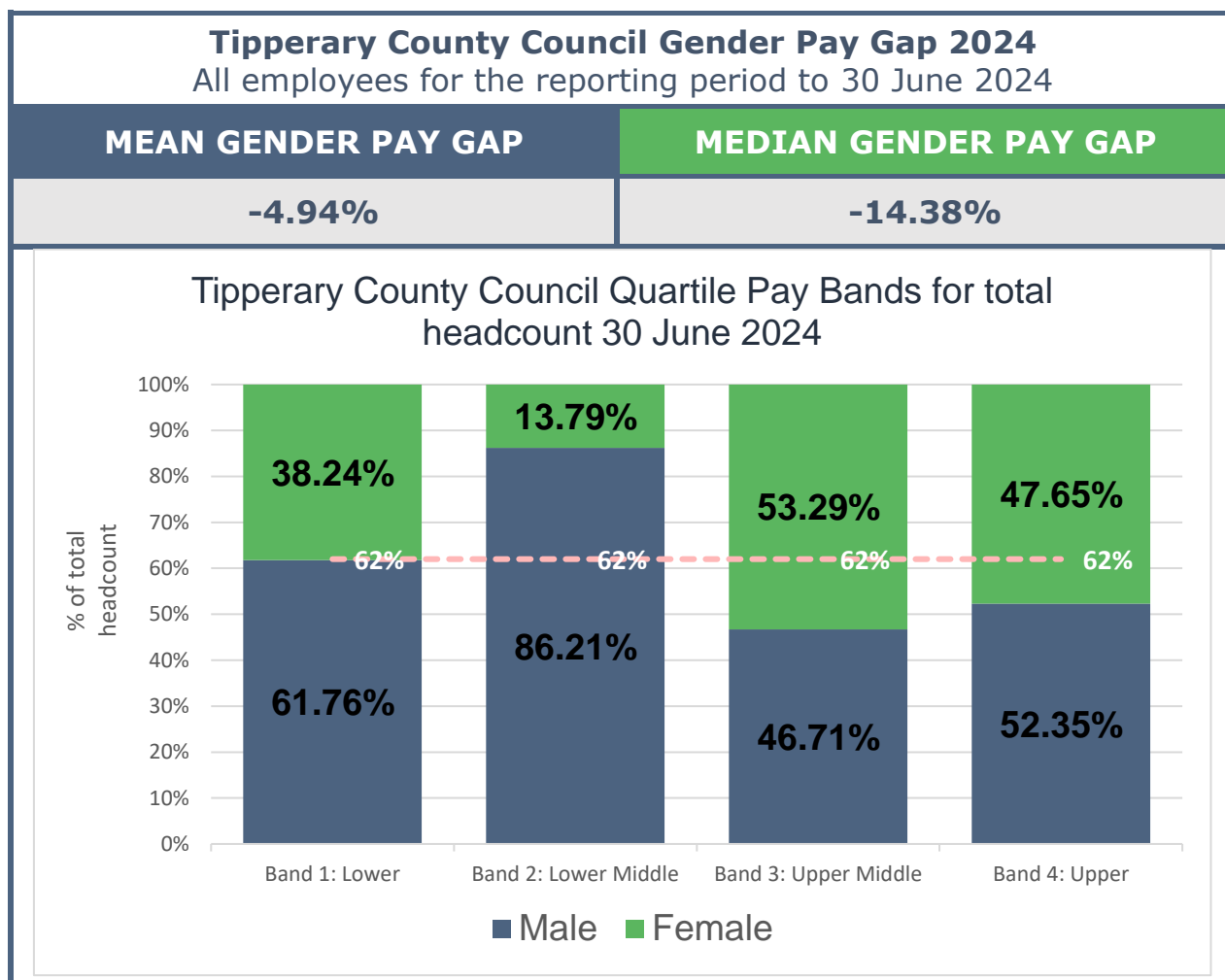
If an organisation reports a **positive gender pay gap**, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females.

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 - all employees



Note: 62%:38% (male/female) is the gender breakdown of all employees on 30 June 2024. This is shown in the dotted line above.

The Mean Gender Pay Gap shows that on average, females are paid 4.94% higher than males. The Median Gender Pay Gap shows that the median rate of pay for females is 14.38% higher than the median rate of pay for males.

Looking at the distribution of employees across the four Quartile Pay Bands helps us examine pay at different levels of the organisation. These Quartile Pay Bands show the distribution of male and female employees by Pay Band across the organisation. (The organisation lists all employees from lowest to highest, based on their hourly rates, then divides this into four equal Pay Bands or Quartiles - lower, lower middle, upper

middle and upper. The employer then shows the proportion of male and female employees in each quartile).

For there to be no Gender Pay Gap you would expect to see the workforce demographics reflected closely in each quartile. Our workforce demographics of 62% Male and 38% female is most closely aligned in Quartile 1, demonstrating that males and females are paid proportionately similar in this pay bracket. There is a higher proportion of males in Quartile 2, reflecting that more males are paid at the lower middle pay band. It is a decrease on last years percentage of 89.75% and would be indicative of the high number of male outdoor staff in General Operative roles.

There is a higher proportion of females in Quartile 3, reflecting that there are proportionately more females in higher grades, which is broadly similar to 2023. Overall in Quartile 4, there has been an increase of 1.71% in the number of females coming in to this bracket compared to 2023. Reviewing specifically the Senior Management level (Senior Executive Officer and analogous, and above), there is an improved gender split, comparable to last year, of 70%/30% in favour of males.

Mean and Median Gender Pay Gap - Part-time employees

Tipperary County Council Gender Pay Gap 2024	
Part-time employees for the reporting period to 30 June 2024	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
-11.35%	-3.26%

Approximately 22% of all our employees on 30 June 2024 were working part-time. Of these, 52% are male and 48% are female, reflecting no change to 2023. Factors influencing the pattern of part-time employees across the organisation include a range of flexible work options for part-time work, which, while available to all employees, have a greater take-up of in administrative and clerical job categories. Another factor is job categories where part-time work is an occupational feature of the role, including the fire service, library service and community wardens.

Mean and Median Gender Pay Gap - Temporary employees

Tipperary County Council Gender pay gap 2024	
Temporary employees for the reporting period to 30 June 2024	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
-7.42%	-31.66%

On 30 June 2024, 6.5% of our employees on were employed on temporary contracts. Of these 47% are male and 53% are female, a significant change to 2023 figures of 60% male and 40% female. These contracts include temporary/seasonal employees such as lifeguards and general operatives. The core reason for the increase in temporary contracts for females in 2024 is due to a number of temporary office-based clerical positions arising during the year, due to the expansion of a national shared service of which Tipperary is a joint lead authority.

Benefit in kind

On 30 June 2024 no males or females received a Benefit in Kind payment.

Bonus payment

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

5. How we are supporting Gender Equality

In line with the Gender Pay Gap Information Act 2021, 2023 is the second year that Tipperary County Council has reported on the gender pay gap, but equality, diversity and inclusion continue 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. We offer a comprehensive employee occupational health and wellbeing programme including an Employee Assistance Programme, health screening, health and nutrition advice and wellbeing webinars.

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

The Senior Management team (Senior Executive Officer and analogous, and above), comprises of a gender split of 70%:30% in favour of males. Women in Leadership programmes are being rolled out to improve this ratio.

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.

