Esker lodge nursing home

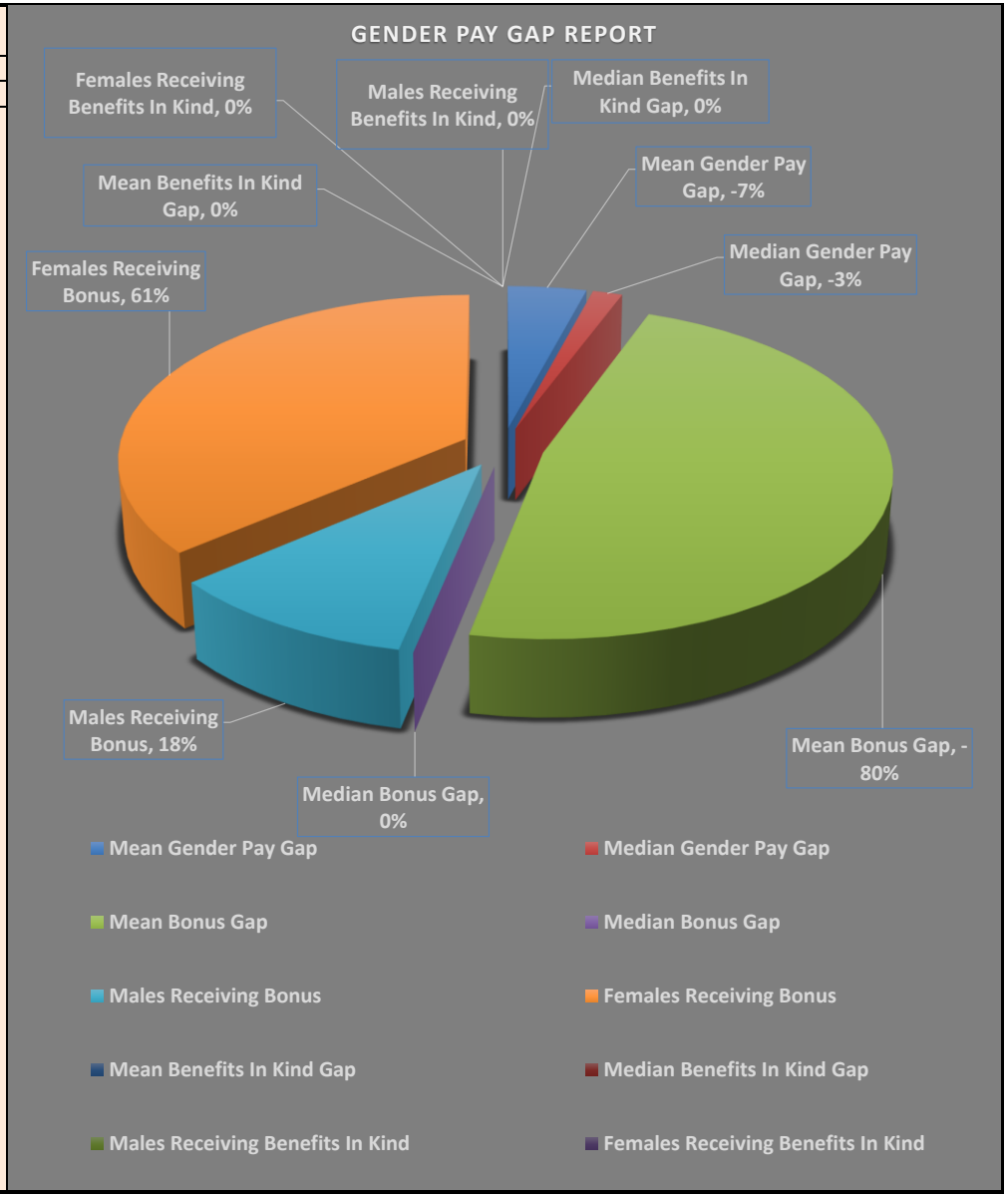
GENDER PAY GAP REPORT:

Company Name:	**Esker Lodge Nursing Home**
Reporting Period:	**30th June 2025**
Total Employees:	**85**

KEY FINDINGS:	**Variance %**
Mean Gender Pay Gap	-7%
Median Gender Pay Gap	-3%
Mean Bonus Gap	-80%
Median Bonus Gap	0%
Males Receiving Bonus	18%
Females Receiving Bonus	61%
Mean Benefits In Kind Gap	0%
Median Benefits In Kind Gap	0%
Males Receiving Benefits In Kind	0%
Females Receiving Benefits In Kind	0%

QUARTILE DISTRIBUTION:	**Male %**	**Female %**	**Male**	**Female**
Upper Quartile: % Male, % Female	18%	82%	4	18
Upper Middle: % Male, % Female	19%	81%	4	17
Lower Middle: % Male, % Female	19%	81%	4	17
Lower Quartile: % Male,% Female	33%	67%	7	14

PLEASE SEE NARRATIVE EXPLANATION AND ACTION PLAN



Gender Pay Gap Report - Management Narrative and Action Plan

Company: Esker Lodge
Reporting Period: 30th June 2025
Total Employees: 85 (66 Female, 19 Male)

NARRATIVE EXPLANATION

Overview of Results

Esker Lodge reports a reverse gender pay gap of -7% (mean) and -3% (median), indicating that female employees earn more on average than male counterparts. This reflects the composition and structure of our workforce.

Key Findings Summary

Pay Gap: The analysis shows that women at Esker Lodge earn slightly more on average than men. The mean hourly pay gap is -7% and the median hourly pay gap is -3%.

Bonus Allocation: Female employees show higher bonus participation (61%) compared to male employees (18%). The mean bonus gap is -80%, reflecting that women are more likely to occupy roles with bonus eligibility and receive higher average bonus payments.

Benefits in Kind: Esker Lodge does not currently operate a benefits-in-kind programme, resulting in 0% participation for both male and female employees.

Workforce Composition: Women represent 78% of our total workforce. The gender distribution across pay quartiles is: - Upper quartile: 82% female (18 women, 4 men) - Upper-middle quartile: 81% female (17 women, 4 men) - Lower-middle quartile: 81% female (17 women, 4 men) - Lower quartile: 67% female (14 women, 7 men)

Contributing Factors

1. Sector Characteristics

Esker Lodge operates as a residential nursing home for elderly residents. According to Health Service Executive (HSE) workforce data, women represent approximately 85-90% of the nursing and care workforce in Irish residential care settings. Our workforce composition of 78% female is consistent with sector norms.

This demographic pattern reflects: - The gender composition of qualified nursing and healthcare professionals in Ireland - Historical patterns in care profession qualification and career choices - The applicant demographics for nursing and care positions

2. Role Distribution

Women occupy the majority of roles across all levels of the organisation, including senior positions. This distribution reflects the gender composition of our applicant pool and the available workforce in the residential care sector.

3. Bonus Scheme Structure

Our bonus scheme operates on defined eligibility criteria. The higher female participation rate reflects the fact that women occupy the majority of roles with bonus eligibility. Allocation is based on objective performance criteria applied consistently.

Male Representation

Men comprise 22% of our workforce. In the context of residential elderly care, where men typically represent 10-15% of the workforce nationally, this is above the sector average. Male employees are represented across all pay quartiles and have access to the same progression opportunities and reward structures as female employees.

The gender composition of our workforce reflects the demographics of qualified care professionals in the Irish labour market rather than organisational barriers to employment or progression.

Commitment to Equality

Esker Lodge remains committed to fair employment practices for all employees. We will:

- Monitor pay and progression for both male and female employees
- Ensure recruitment processes are objective and gender-neutral
- Apply transparent criteria for all reward decisions
- Review our gender pay gap annually to track trends
- Maintain an inclusive workplace for all employees

ACTION PLAN

Our action plan focuses on maintaining equitable employment practices and monitoring for any emerging disparities.

Objective

To maintain equitable pay, progression, and reward structures for all employees regardless of gender, and to ensure our recruitment processes remain objective and attract diverse candidates.

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Specific Actions and Timeline

Governance and Accountability

Overall Responsibility: Managing Director

Operational Responsibility: HR Manager

Reporting: - Quarterly progress updates to Managing Director - Annual review of action plan effectiveness - Annual gender pay gap report to Board/Management Committee

Review Cycle: This action plan will be reviewed annually following each gender pay gap reporting cycle.

Monitoring and Success Measures

Key indicators to monitor:

Annual Metrics: - Mean and median gender pay gap - Bonus participation rates by gender - Quartile distribution by gender - Pay equity by role/grade

Ongoing Metrics: - Applicant demographics (gender breakdown of applications and hires) - Promotion rates by gender - Exit interview feedback regarding equality and fairness - Employee feedback on fair treatment

Conclusion

Esker Lodge's gender pay gap results reflect our workforce composition and the demographics of the residential care sector in Ireland. Our action plan focuses on maintaining equitable employment practices, monitoring for any emerging disparities, and ensuring fair treatment for all employees regardless of gender.

We remain committed to annual reporting, transparency, and continuous monitoring of our equality practices.

Approved by:

Vicky McDwyer, Managing Director Esker Lodge Nursing home

Date: _____

Next Review Date: June 2026 (following next gender pay gap snapshot)