
Barrog Healthcare Gender Pay Gap Report 2025



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Introduction

- Barróg Healthcare provides residential care and day packages to enable people who need support across the areas of mental health, disability, aftercare, transitional and mainstream social care.
- This report compliments Barrog Healthcare's thorough internal pay equity review, aimed at identifying pay disparities among employees performing similar roles at the same level.
- This is our second gender pay gap report under the new Irish gender pay gap reporting regime, for which:
 - our snapshot date was 30 June 2025;
 - our reporting period was 1 July 2024 to 30 June 2025; and
 - our reporting entity (Barróg Healthcare Ltd) employed 173 employees (comprising 121 females and 52 male employees).

What is a gender pay gap (GPG)?

- It is the difference in the average gross hourly pay rate of female employees compared with male employees (regardless of role or seniority);
- It is not unequal pay between male employees and female employees;
- It identifies where women are represented across an organisation; and
- Identifies the extent to which there is equal representation from both males and females at each level within an organisation.
- This is our second report under the Irish Gender Pay Gap Reporting Regime. However, prior to the introduction of this regime, Barróg Healthcare demonstrated its commitment to issues of this nature by voluntarily conducting an annual salary gap analysis for the whole organisation to identify and narrow potential differences and promote equality within the organisation.
- Employee pay rates are determined by our Pay Scale, which is consistent across all grades, irrespective of gender.

Gender Pay Gap Results

Our 2025 pay gap data

The gender pay gap looks at two parameters: the mean and median hourly pay for men and women. We use the mean and median pay of men as the baseline and compare the pay for women against this with a positive number reflecting a more favourable average for men and a negative number reflecting a more favourable average for women.

- The mean gender pay gap calculation shows the difference between the average hourly rates that are paid to men and women.
- The median gender pay gap tells us more about the variation in pay between men and women by stacking our pay data and comparing the midpoint of pay for men and women.

Our pay calculations exclude July 2024 pay and include pay from July 2025 for employees who are paid in arrears. Although the hours for Sleepovers (from 12am-8am when staff are asleep onsite) are excluded in the workings for total hours of work, the pay for time spent sleeping is included.

Mean and median hourly pay gap for full time, part time and temporary staff in 2025;

	All staff	Part time	Temporary
Mean	0.73%	2.75%	n/a
Median	-7.15%	2.68%	n/a

- Note 1: a negative number reflects a more favourable average for women
- Note 2: The Dept. of Social Protection benefits received for Maternity, Adoptive, Paternity and Parents leave are included in the average pay workings at the maximum rates of pay per week per the DSP.

Benefit in Kind (BIK) and Bonus Pay

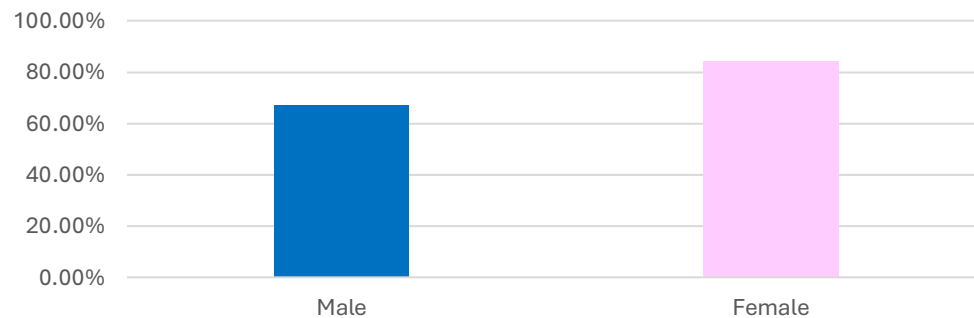
- **Benefit in Kind (BIK)** is any non-cash item that is provided to an employee that has a monetary value. This may include:

- Interest on loans to staff
- Christmas/refer a friend/competition vouchers

Within the organisation:

- 67.31% of men received a BIK
- 84.30% of women received a BIK

% of staff who received a Benefit in Kind (BIK)



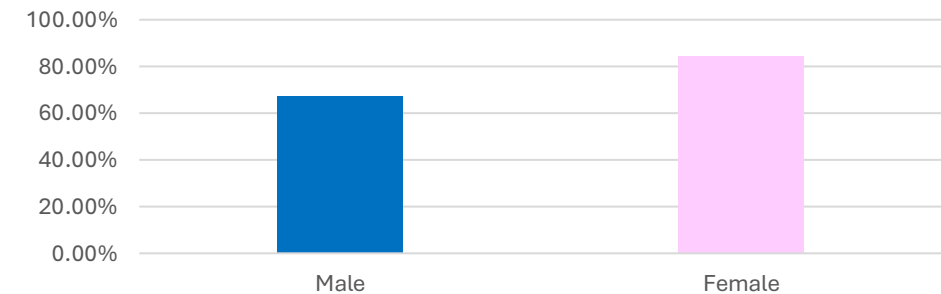
- **Bonuses** within Barróg Healthcare refer to a number of activities, these include:

- Employee of the month
- Competitions/Refer a friend
- Christmas vouchers

Within the organisation:

- 67.31% of men received a bonus
- 84.30% of men received a bonus

% of staff who received a bonus



Bonus pay gap

Mean	10.26%
Median	25.00%

Female/Male distribution per Quartile

Each quartile represents the percentage of male and female employees by pay earned, with the highest earning employees in the Upper Quartile.

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Female	67%	63%	80%	70%
Male	33%	37%	20%	30%

Reasons for our Gender Pay Gap

- While female and male employees of the same grade are paid equally, factors which impact the Gender Pay Gap can be complex. The main factors include:
 - Composition of the workforce – there is a higher proportion of females currently working for Barróg Healthcare. Given that females make up 70% of the workforce, this is a major factor impacting the Gender Pay Gap.
 - Working patterns – facilitating work-life balance is important to us, particularly for females, as it can encourage higher levels of participation in the workplace than would otherwise be the case. Almost 77% of our part time employees are female and although this does not impact the hourly rate of pay for this analysis, it may affect choices around career progression which can impact the Gender Pay Gap.
 - During the reporting period a number of our female staff were on unpaid maternity leave which has impacted the hourly rate of pay used for the Gender Pay Gap analysis.

Actions to reduce/eliminate our Gender Pay Gap

- The pattern of a lower number of male and higher number of female employees is not uncommon in our industry but we advertise all roles and promotions without gender bias and we welcome applications from everyone regardless of gender.
- We believe that a diverse workforce enhances our ability to provide exceptional care and we continue to provide our staff with training and other supports to enhance their qualifications and help to attain new ones which may enable promotions within our organisation.
- Our pay gap has already reduced since 2024 and we strive to reduce it further for 2026 by continuing to be an equal opportunities employer, dedicated to treating all job applicants and employees fairly.
- In relation to the bonus and benefit in kind metrics, all employees are provided with the opportunity to receive a bonus/benefit in kind through our refer a friend and employee of the month schemes. The Christmas gift vouchers are gifted once a year and are incremental depending on years of service.