

Gender Pay Gap Report

2022

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What is the Gender Pay Gap (GPG)?

The gender pay gap (GPG) is the difference in hourly and bonus pay of male and female employees. The average (mean) and midpoint (median) of the hourly and bonus pay figures across the organisation are taken into account.

The gender pay gap is not the same as equal pay. Equal pay compares males and females undertaking the same work with the same same competencies, qualifications and experience.

The gender pay gap demonstrates whether females and males are represented equally at all levels of an organisation.

Why are we reporting?

This year regulations were introduced which placed a legal requirement on organisations with 250 or more employees to disclose their Gender Pay Gap. Under the regulations, organisations of our size (c.100 employees) will not be required to publicly report their GPG until 2025. However, we are taking the decision to voluntarily disclose our figures now as a subsidiary company of AIB Group.

The snapshot date in June which we have chosen is 30th June 2022.

Our hourly gender pay gap

Our workforce comprises 104 employees, with a gender split of 71% males and 29% females. The primary reason for our gender pay gap is because men and women are not equally represented at all levels and disciplines in the company, primarily in Technology, Engineering and Sales. This is reflective of the nature of our business, as well as many other similar type businesses.

	2022
Mean Gender Pay Gap	24.42%
Median Gender Pay Gap	15.52%

Our gender bonus gap

Our bonus gap is based on a variable pay scheme (sales commission based). This scheme applied to 22% of our employee base as of 30th June 2022. The bonus gap is reflective of the gender split in our sales teams which is 78% male and 22% female.

	2022
Mean Bonus Gap	35.55%
Median Bonus Gap	61.17%

Representation of Women

Quartiles are created by ranking all employees from highest to lowest hourly remuneration. This is then divided into quartiles and the proportion of males and females in each quartile is calculated. While we have female representation at every level of our business, the proportion of females decreases as seniority increases. Our senior executive team is gender balanced.

	2022	
Pay Quartile	Male	Female
Upper Quartile	84.6%	15.4%
Upper Middle Quartile	80.8%	19.2%
Lower Middle Quartile	65.4%	34.6%
Lower Quartile	53.8%	46.2%

Our Commitments

We are committed to remain focussed on the gender pay gap in our business.

To further improve gender balance at all levels in Payzone, we are looking at how we can develop female leadership at all levels through the Mentor Her Programme. Another important challenge is the extremely low number of women in Technology which we are seeking to address through our talent acquisition strategy.

Our Numbers

Mean Gender Pay Gap (All Employees)	24.42%	
Median Gender Pay Gap (All Employees)	15.52%	
Mean Gender Pay Gap (Part Time Employees)	48.66%	
Median Gender Pay Gap (Part Time Employees)	53.99%	
Mean Gender Pay Gap (Temporary Employees)	0.41%	
Median Gender Pay Gap (Temporary Employees)	-0.25%	
Mean Bonus Gap	35.55%	
Median Bonus Gap	61.17%	
Pay Quartile	Male	Female
Upper Quartile	84.6%	15.4%
Upper Middle Quartile	80.8%	19.2%
Lower Middle Quartile	65.4%	34.6%
Lower Quartile	53.8%	46.2%
Bonus Proportions	Male	Female
Proportion of employees receiving bonus pay	24.3%	16.7%
BIK Proportions	Male	Female
Proportion of employees receiving BIK	17.6%	3.3%