

GENDER PAY GAP REPORT 2022

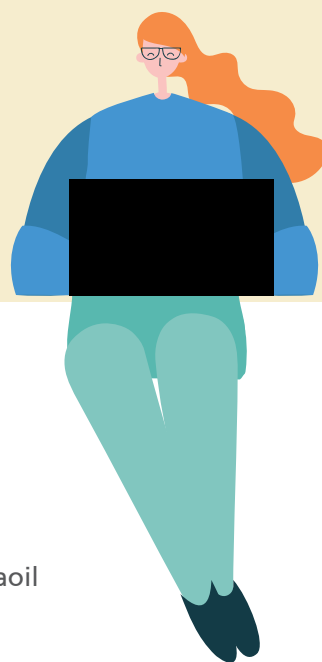


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Engaging
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GENDER PAY GAP REPORT 2022



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FOREWORD

The Environmental Protection Agency (EPA) recognises that to fulfil our vision and mandate, we need people with different backgrounds, experience and perspectives. We are privileged to have talented, dedicated and professional staff, who are immensely important in delivering our mandate and our purpose to protect, improve and restore our environment through regulation, scientific knowledge and working with others.

We are committed to building on our culture of excellence, where our colleagues are supported, and where everyone can give their best. Our organisational values and behaviours are placed at the core of our work. A diverse and inclusive culture can lead to the emergence of great talent and expertise in the EPA.

This is our first Gender Pay Gap Report and we are committed to understanding our gender representation at all levels of the organisation. We are committed to being a leader and role model in equality, diversity and inclusion in the public sector and for equality, diversity and inclusion to be at the heart of all we do.



Laura Burke
Director General
22 November 2022

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1 INTRODUCTION



The Environmental Protection Agency (EPA) is committed to creating an environment that promotes equality, diversity and inclusion (EDI), and to treating all employees equally, regardless of gender, civil status, family status, sexual orientation, religious beliefs, age, disability, race, membership of the Traveller community or socio-economic background.

The EPA is an Equal Opportunities Employer and the EPA's culture is one that promotes equality, diversity and inclusion (EDI), with core values and behaviours of being:

- Professional;
- Trustworthy;
- Customer and stakeholder focussed;
- Collaborative; and
- Innovative.

The EPA workforce is made up of a wide range of employees with diverse backgrounds, circumstances and skills. We believe that by having a culture that seeks, respects, values and harnesses differences it will:

- increase employee satisfaction;
- foster a creative and innovative workforce;
- attract and retain top talent; and
- enable employees to share varying points of view.

This is our first Gender Pay Gap Report which supports transparency and reflects our focus on this important issue.

The report outlines our gender pay profile and representation levels over the period 1 July 2021 to 30 June 2022. It also summarises the key steps we are taking to enhance the diversity of our workforce and to creating an environment that harnesses difference. Finally, the report concludes by setting out some of the EPA's EDI priorities over the coming years.

2 OVERVIEW OF 2022 GENDER PAY GAP ANALYSIS



The gender pay analysis and profile is based on hourly rates of pay, covering the period from 1 July 2021 to 30 June 2022. Our pay structures are informed by public sector guidelines and provide for equal pay for equal work. All employees are aligned to Civil Service pay grades and progression within these grades is incremental.

Across the EPA, our gender profile is 60% female / 40% male, with an increase in the number of female employees over recent years. Currently, there is a 50% gender balance at Board level.

There are some differences in gender profiles across different grades, with for example:

- a 53% male / 47% female split at our senior grades in the upper quartile i.e. Director to the upper scales of Level 3);
- while showing a larger percentage of female staff in lower middle quartile 62% (Level 4 to upper scales of Level 5) and lower quartile 70% (Level 4s on the start of the scales to Level 6).

At 30 June 2022, the mean gender pay gap is 11.3% in favour of male employees.

The pay gap is primarily driven by three consistent factors:

- Significantly more female employees in the administrative and lower technical grades i.e. Level 6 – Level 4 grades.
- More female employees availing of unpaid family leave, such as shorter working time arrangements and parental leave; and
- The impact of staff movements through new hires (commencing at the lower salary scales), resignations and retirements.

3 GENDER PAY GAP METRICS



The below gender pay gap metrics for the EPA shows the percentage difference in favour of male employees:

	Mean Gender Pay Gap %	Median Gender Pay Gap %
Full Time EE Mean and Median Hourly Gender Pay Gap % =	11.3%	9.1%
	Part Time EE Mean Gender Pay Gap %	Part Time EE Median Gender Pay Gap %
Part Time EE Mean and Median Hourly Gender Pay Gap % =	2.5%	2.3%
	Temp Contracts Mean Gender Pay Gap %	Temp Contracts Median Gender Pay Gap %
Temp Contracts Mean and Median Hourly Gender Pay Gap % =	42.7%	49.8%

The metrics highlights:

- A high hourly mean gender pay gap of 11.3% and median gender pay gap of 9.1% in favour of male employees is due to the higher number of males serving at senior management grades and at the higher end of the salary scales;
- The part time mean gender pay gap of 2.5% and median gender pay gap of 2.3%, is much lower due to the greater number of females availing of shorter working time arrangements; and
- The temporary contracts mean hourly gender pay gap of 42.7% is exaggerated due to the low number of temporary contracts primarily occupied by female employees.

Employees on secondment, career break and long-term sick leave are not included in the analysis.

4 GENDER REPRESENTATION



The below table illustrates our gender profile by salary scale / grade. This distribution highlights:

- the gender balance at Board level;
- the higher number of males serving at Programme Manager grade;
- the gender balance at middle management grade; and
- the considerably higher number of female employees in the administrative and lower technical grades i.e. Level 6 – Level 4 grades.

Grade	Female	Male
Board	50%	50%
Programme Manager (Level 1)	31%	69%
Senior Management (Level 2)	46%	54%
Management (Level 3)	55%	45%
Level 4	60%	40%
Level 5	75%	25%
Level 6	86%	14%

All grades have parity with Civil Service salary scales.

Pay progression within those grades is incremental for all employees, subject to satisfactory performance.

5 FUTURE FOCUS



The EPA has a wide range of policies and practices in place that combined create a diverse and inclusive working environment. Examples of this include:

- An Equality, Diversity & Inclusion (EDI) group, established by the Meitheal Group (staff forum) and complemented by an EDI Policy;
- Excellent flexible working arrangements and family friendly initiatives such as shorter working time arrangements (part-time working), flexible hours (flexi leave), blended working arrangements, paid maternity, adoptive and paternity leave, and flexible parental leave arrangements;
- An extensive range of learning and development offerings including: coaching, mentoring and career planning which support all staff to thrive and reach their full potential;
- A Management & Leadership Network (made up of senior and middle managers) created to build a community of practice and peer learning across the EPA, and to build and strengthen the leadership capability and adaptability of managers; and
- A workplace wellbeing programme, which was awarded the IBEC KeepWell Mark accreditation in 2020 and reaccredited in 2022.

Building on our strong foundations, we are committed to continually enhancing our approach to all aspects of equality, diversity and inclusion. This includes undertaking a wide range of actions at various stages of the employee lifecycle, from recruitment through to learning and development, and how we retain and engage our people.

Over the coming years we will focus on the following areas:

A DIVERSE WORKFORCE

The EPA's vision for EDI is to be a leader and role model in equality, diversity and inclusion in the public sector. In 2022, we launched our EDI policy and are committed to:

- developing an annual programme of work, which will strengthen and promote the values of the EPA;

- designing and implementing a number of specific change initiatives which will support equality, diversity and inclusion;
- ongoing implementation and monitoring of other supporting policy e.g. our Equality of Opportunity Policy, Dignity at Work policy and Code of Practice for employment of people with disabilities.
- monitoring EDI data; and
- defining EDI challenge and identifying priorities and mechanisms to address these.

INCLUSIVE RECRUITMENT

We aim to attract and hire a diverse range of talent to the organisation. Interviewers and hiring personnel receive interview skills training to promote objectivity and consistency and to reduce the potential for bias and unintended barriers across our recruitment process. The EPA will promote its wellbeing and EDI offerings in recruitment campaigns.

Over the period (1 July 2021 to 30 June 2022) 58% of all new hires to the EPA were female.

TALENT MANAGEMENT & SUCCESSION PLANNING

In order to support the professional development of all of our colleagues, the EPA continue to offer a comprehensive range of learning and development opportunities including: bespoke Leadership Development programmes for senior and middle managers, establishing coaching and mentoring programmes, partnering with UCD Professional Academy to offer a range of programmes, and the roll-out of Dignity at Working training for all employees.



6 LOOKING AHEAD

The EPA remains committed to understanding our gender representation at all levels of the organisation. Progress requires a concerted and sustained effort over time. Looking ahead, it is planned to launch EDI training for people managers and all staff, monitor and report on gender representation, continuously enhance our recruitment and selection processes and support our employees to thrive. All of this is underpinned by our core values and behaviours of professional, trustworthy, customer and stakeholder focussed, collaborative and innovative.



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