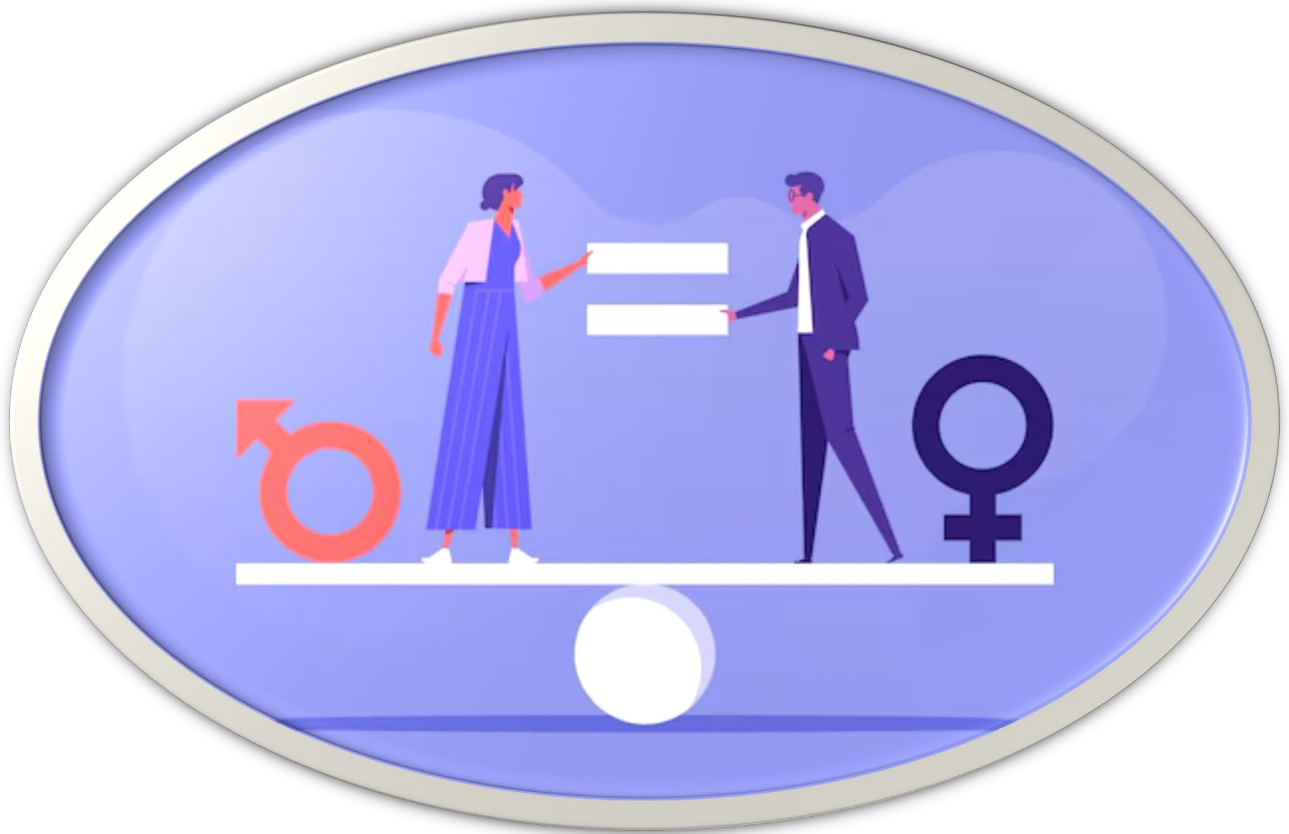




Comhairle Cathrach & Contae Phort Láirge
Waterford City & County Council



GENDER PAY GAP REPORT

2024

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1. Introduction

The Gender Pay Gap Information Act 2021 required organisations with over 250 employees to report on their hourly gender pay gap across a range of metrics. This is the organisation's third year of reporting and I, as the recently appointed Chief Executive of Waterford City & County Council, welcome the opportunity to present this report. The issue of gender pay differences is an important one, not only to the workplace but to wider society.

This report is based on a point in time, the 30th June 2024, and on this date Waterford City & County Council had 1041 staff, across a variety of different departments and grades, indoor and outdoor. The gender pay gap reporting does not concern itself with equal pay – it indicates the difference in the average hourly wage of men and women in this local authority. The report in many ways, reflects the demographics of the organisation and can also give an indication of the female representation in Senior Management roles. I am delighted to have welcomed Waterford City & County Council's first permanent female Director of Services to my Management Team in recent weeks.

People are at the core of our organisation – we continue to strive to promote and sustain an inclusive organisational culture which provides equality of opportunity and where every employee feels valued. Local authorities are at the forefront of delivering services to our citizens.

Our organisation is a place where all employees have the same opportunities for recognition and career development and are treated fairly and equitably at work. We continue to be committed to addressing workplace barriers to equality, supporting diversity and creating an open and inclusive workplace community. Many equality, diversity and inclusion initiatives and supports are already in place, and we will continue to work in this area – but improvement is always possible.

We are currently in the process of preparing Waterford City & County Council's Strategic Workforce Plan for the period 2024 – 2029. We will examine this year's gender pay gap figures and will reflect on any trends that are emerging and what these figures and trends can tell us about our workforce and will be a consideration in the context of workforce planning. We will work with our colleagues across the sector to share best practice. Reducing our gender gap will take time. However, I am confident we can incrementally do so by encouraging and supporting staff to reach their full potential.



Seán McKeown
Chief Executive
Waterford City & County Council

2. About Local Authorities

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

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

Conservation Officers

Engineers

Fire services

Bio-Diversity Officers

General Service and Tradespeople

Graduates

Health and Safety

Information technology

Library services

Planners

Senior Management Roles

Technicians

Waterford City & County Council

Waterford City and County Council (Comhairle Cathrach agus Contae Phort Láirge) is the authority responsible for local government in the City & County of Waterford, Ireland. The organisation came into operation on 1st June 2014 after that year's local elections and is a merger of Waterford City Council and Waterford County Council. The mission of Waterford City & County Council is to make Waterford the best possible place for all its people and for those that wish to live, visit, work or invest here.

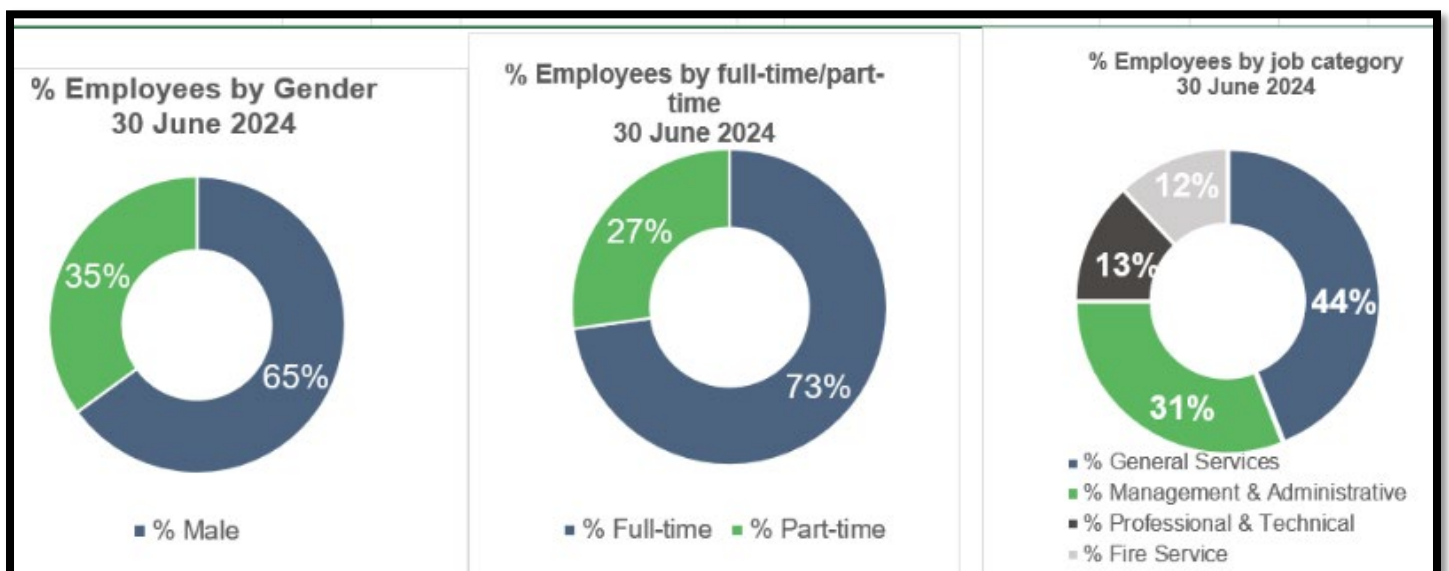
There are 32 Elected Members. The 2024 Revenue Budget of the Council is €183.3 million. At a strategic level, the Council operate through its Corporate Policy Group comprising of the Cathaoirleach of the Council and the Chairs of the local authority's Strategic Policy Committees. The Chief Executive and the Council's Management Team play a key role in supporting and advising this policy group. Day to day management of services takes place under the stewardship of the Chief Executive, four Directors of Service and a Head of Finance who collectively comprise the Senior Management Team.

The population of Waterford has grown by 9.4% between 2016 and 2023, making it one of the fastest growing populations in Ireland and the fastest growing in Munster. This increase is due to natural population increase as well as migration and the trend is expected to continue. Waterford City and County Council is committed to improving the welfare of Waterford. The organisation operates with the values of democracy, inclusion, integrity, quality, transparency, and accountability. Putting the people first, we are committed to delivering services efficiently and effectively. Waterford City and County Council works under the framework of a wide range of legislation and regulations that governs how we do our business.

The Council has delivered notable successes in recent times including the hugely popular Waterford Greenway and the North Quays regeneration project, with momentum building to further deliver on the opportunities that are presenting for Waterford over the coming period.

Waterford City & County Council is ambitious, progressive and connected. We offer excellent opportunities to employees and invest in career progression with our Staff Education Scheme. This Council is advanced in the area of Health & Wellbeing with initiatives such as the Employee Assistance Programme, the Flu vaccination programme, nutritional talks, mental health workshops and health checks. Our employees work in a dynamic and progressive local authority which promotes training and development of our employees who are our most valuable resource.

On the 30th June 2024, Waterford City & County Council had 1041 employees.



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, is **30th June 2024**. Organisations have six months to prepare their calculations, before reporting six months later during December 2024. The information must be published on Waterford City & County Council'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
$\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{average male hourly rate}} \times 100$

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 Impact 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.

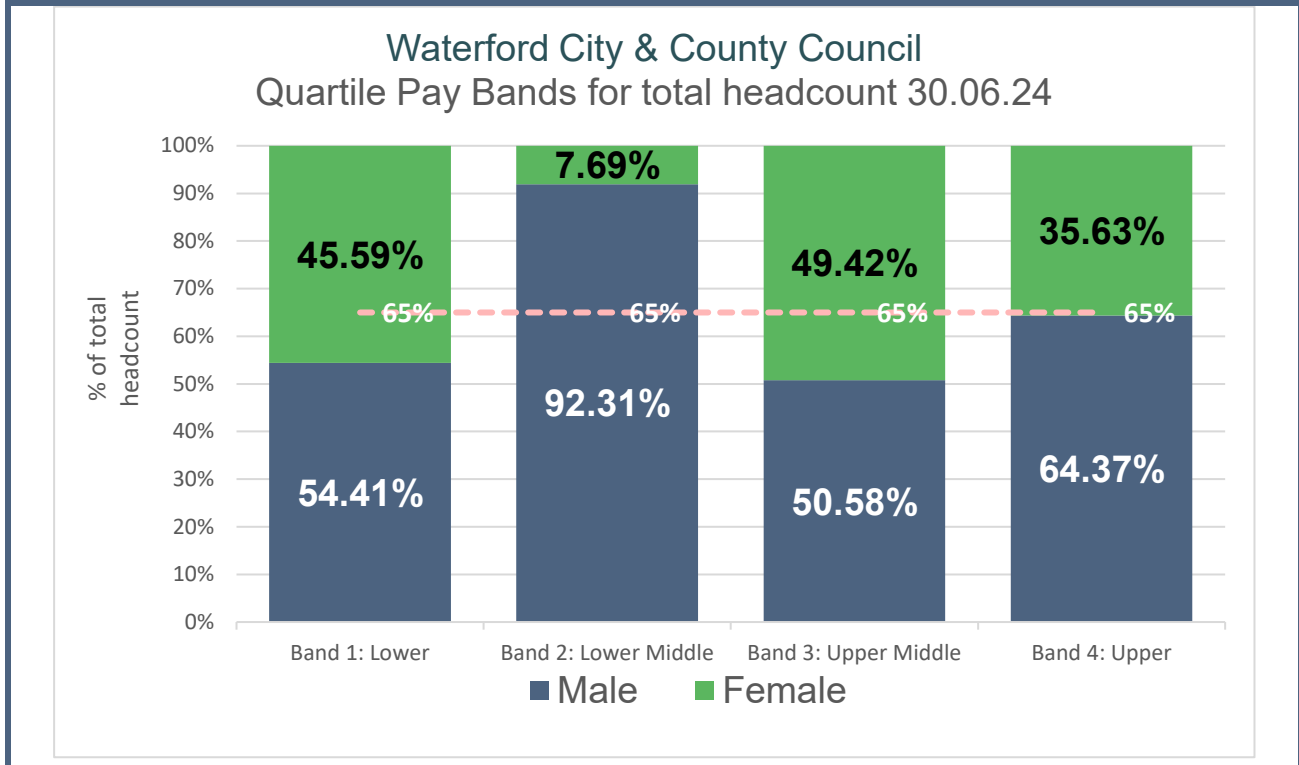
If an organisation reports a **negative gender pay gap**, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy higher paid roles than males.

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

Waterford City & County Council Gender Pay Gap 2024 ALL EMPLOYEES for the reporting period to 30 June 2024	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
2.58%	-5.48%



Note: 65% : 35% (male : female) is the gender breakdown of all employees on 30 June 2024. This is shown in the horizontal line above.

The **Mean Gender Pay Gap** shows that on average, females are paid **2.58% less** than males. The **Median Gender Pay Gap** shows that the median rate of pay for females is **5.48% 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). Bands 1 and 3 reflect a modest deviation from the overall demographic with the most significant deviation reflected in Band 2. This band consists of those on lower/middle pay which includes the main cohort of outdoor workers who are pre-dominantly male. Band 4 reflects that there are proportionately significantly more males in higher grades, however a **64%:36%** gender breakdown in senior grades is to be welcomed and reflects progress on gender balance in senior roles.

Mean and Median Gender Pay Gap - Part-Time Employees

Waterford City & 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
-2.25%	24.18%

Approximately **27%** of all our employees on 30 June were working part-time. Of these, **51%** are male and **49%** are female. 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, school wardens, seasonal litter wardens and cleaners.

Mean and Median Gender Pay Gap - Temporary Employees

Waterford City & County Council Gender Pay Gap 2024 TEMPORARY EMPLOYEES for the reporting period to 30 June 2024	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
3.13%	-0.12%

On 30 June 2024, approximately **16.6%** of our employees were employed on temporary contracts. Of these, **53.2%, are female** and **46.8% are male**. These contracts include temporary/seasonal employees such as lifeguards and litter wardens, as well as any project staff recruited on a contract of up to two years duration.

Benefit in Kind

On 30 June 2024, **0.88%** of male employees received a Benefit in Kind payment and **0.28%** of females received a Benefit in Kind payment.

Bonus Payments

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

5. How we are Supporting Gender Equality

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.

All our Interview Boards are gender balanced, and all Interview Boards receive training, including unconscious bias training, including newly introduced disability training as part of our participation in the WAM Programme.

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.

Waterford City & County Council Human Resources department has recently received its second WAM leader award for participation in the Willing Able Mentoring (WAM) Programme. WAM is a work placement programme which aims to promote access to the labour market for graduates with disabilities and build the capacity of employers to integrate disability into the mainstream workplace.

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 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 etc.

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

- ✓ **Waterford City & County Council** is continually developing as an employer of choice to attract, develop and promote an inclusive and diverse employee population.
- ✓ **Waterford City & County Council** continues to design and provide responsive services and customer care that meet the needs of an increasingly diverse customer base.
- ✓ **Waterford City & County Council** progressively embeds the Public Sector Duty in its current management, policy development and service delivery processes.

An assessment has been conducted of equality and human rights across all Council functions and services and the Council has developed an Action Plan on equality and human rights.

Human rights and equality statement has been incorporated into the Council's corporate plans and strategic plans.

Public Sector Duty

Waterford City & 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, protect the 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.

Waterford City & County Council acknowledges the commonality of purpose stated in both the “Public Sector 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

With the support of the Senior Management Team, we aim to work on developing Women in Leadership programmes.

Apprenticeships

As part of our inclusive approach to recruitment, Waterford City & County Council will offer a number of apprenticeships 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.

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