



Gender Pay Gap

An Garda Síochána

Snapshot date 23rd June 2024 for publication December 2024

Why are we reporting on Gender Pay Gap?

▶ The Gender Pay Gap Information Act 2021 (and related Regulations) provides a statutory basis for reporting on the gender pay gap in Ireland. There is a requirement for organisations with greater than 250 employees to:

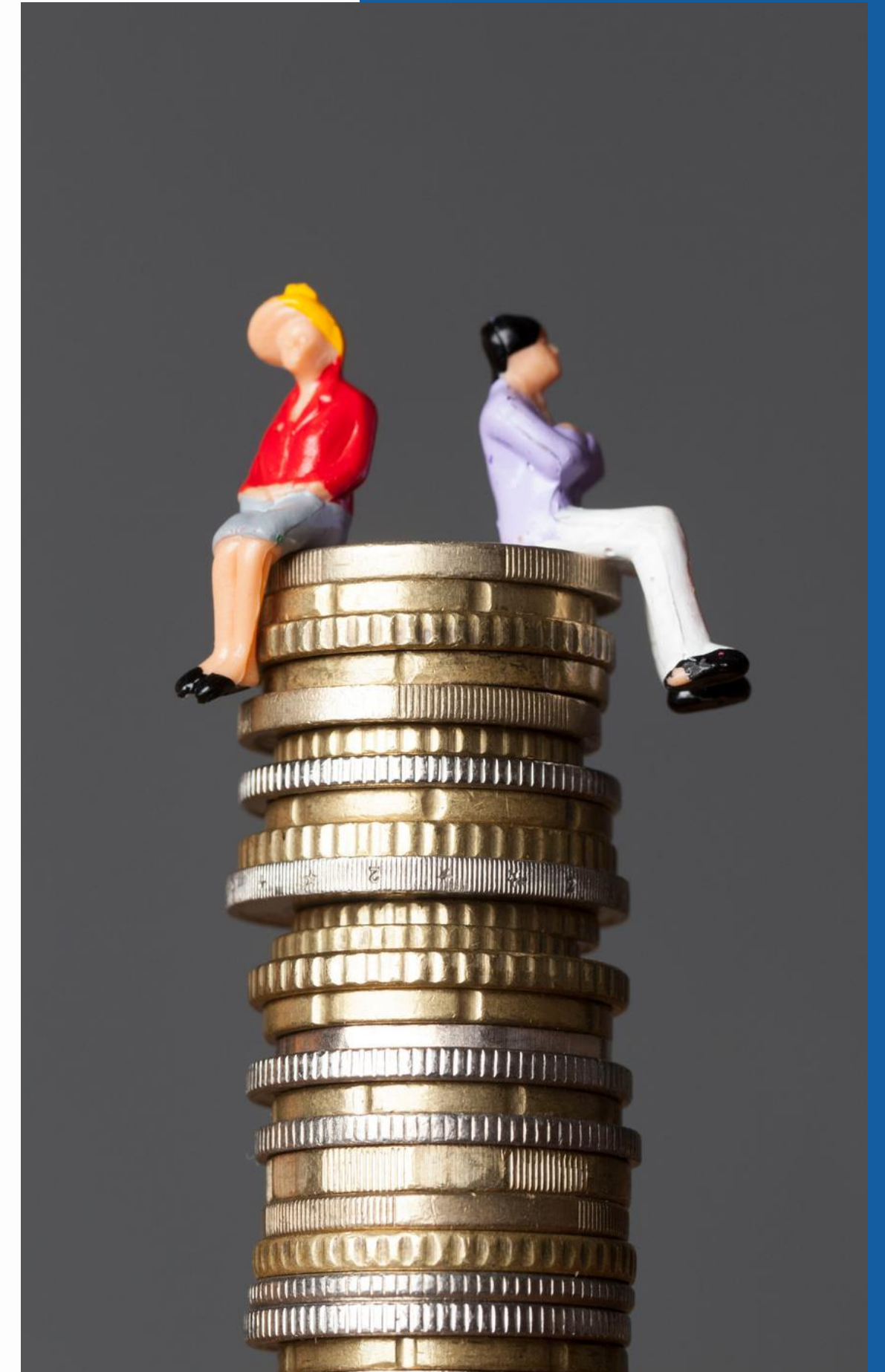
- report on the hourly gender pay gap across a range of metrics;
- identify a snapshot date in June 2024 for reporting purposes; and
- publish a report on the gender pay gap in December 2024.

▶ Organisations are required to produce a report providing the following, expressed as a percentage of the male pay rates:

- Mean and median pay for full-time, part-time and temporary employees;
- Mean and median bonus pay and/or benefit in kind (not applicable to An Garda Síochána);

and

- The percentage of employees who received a bonus or benefit in kind (not applicable to An Garda Síochána);
- Male and female employees in each quartile of pay rates;
- The reason for the gender pay gap and measures proposed to reduce or eliminate





What is the Gender Pay Gap?

The gender pay gap is the difference in the average gross hourly wage of women and men across a workforce. For An Garda Síochána, this includes: basic pay; allowances; and overtime.

The gender pay gap should not be confused with equal pay. Equal pay is required under the Employment Equality Acts, and exists to ensure women and men performing the same role receive equal pay. In An Garda Síochána our appointments are based on merit, and pay accordingly is determined by rank or grade.

In An Garda Síochána, the workforce is composed of; Garda Members (Police Officers) and Garda Staff (Civil Servants). Collectively, both groups are referred to as “Garda Personnel”..

How is the Gender Pay Gap reported?

In this report we will share the difference in gender between Garda Members and Garda Staff separately as follows:

The Mean Gender Pay Gap

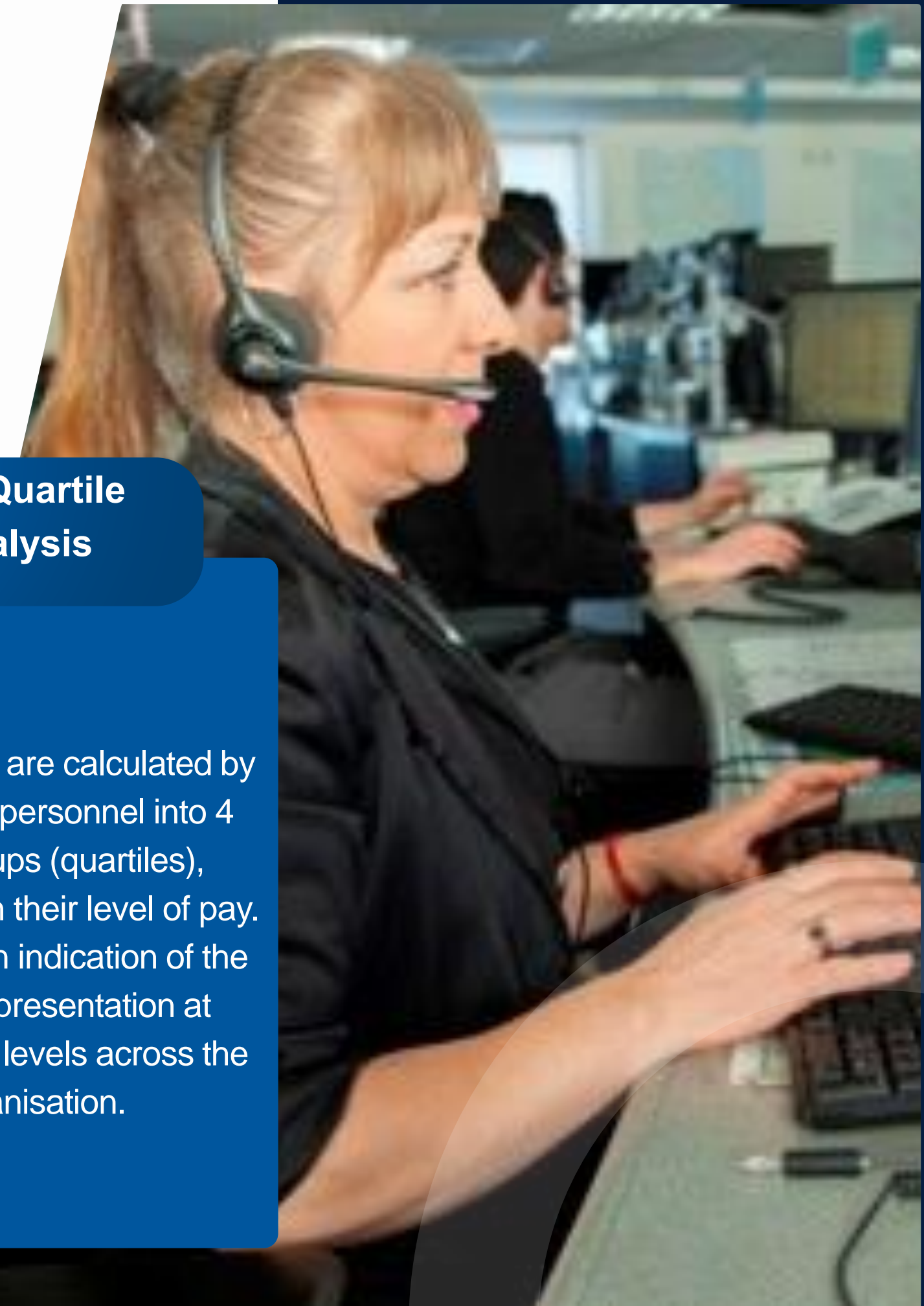
The difference between the mean (average) hourly wage for males and females.

The Median Gender Pay Gap

The difference between women's median hourly wage (the middle paid woman), and the men's median hourly wage (the middle paid man).

Pay Quartile Analysis

Pay quartiles are calculated by splitting all personnel into 4 even groups (quartiles), depending on their level of pay. This gives an indication of the gender representation at different pay levels across the organisation.

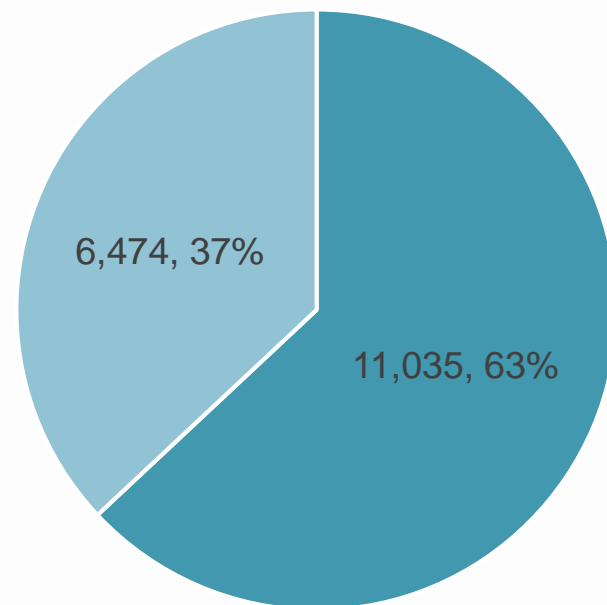


An Garda Síochána Workforce Composition

The snapshot date of 23rd June 2024 was chosen to assess the Gender Pay Gap in An Garda Síochána (AGS).

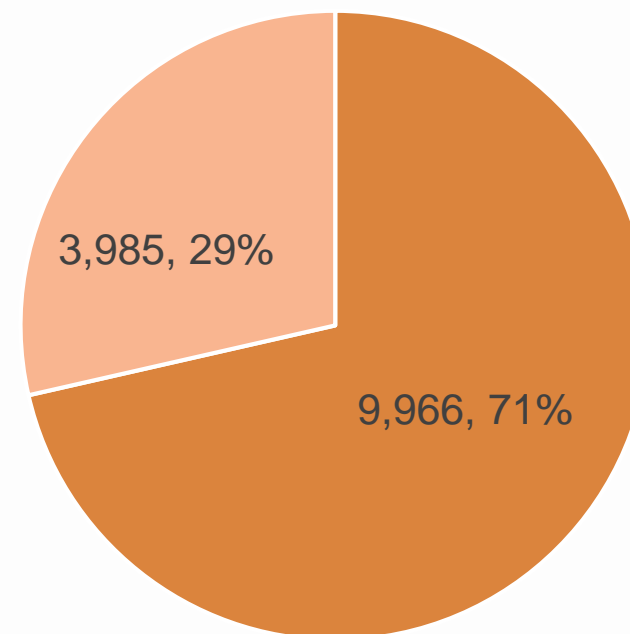
17,509 Garda Personnel were employed on 23rd June 2024; broken down as follows for all Personnel.

Garda Personnel



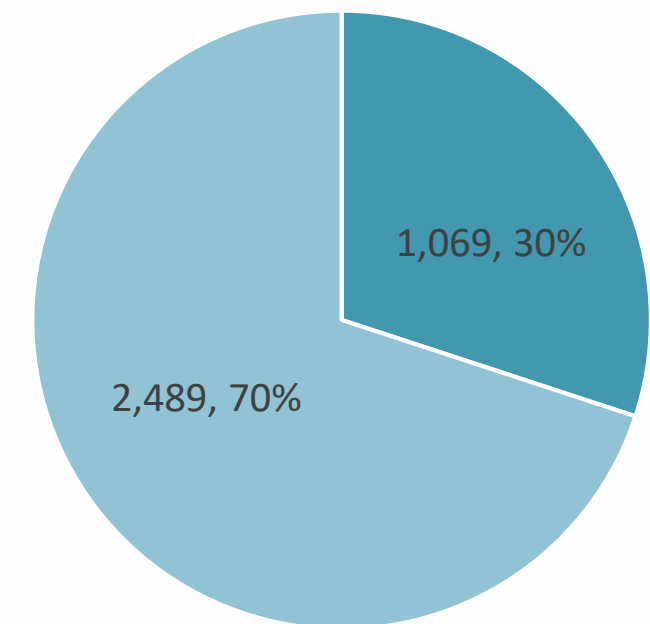
■ Male ■ Female

Garda Members



■ Male ■ Female

Garda Staff



■ Male ■ Female

Gender Pay Gap Analysis

Garda Members

Mean Hourly Pay Gap 4.57%
Median Hourly Pay Gap 3.43%

Garda Staff

Mean Hourly Pay Gap: 1.31%
Median Hourly Pay Gap: -12.69%



Part-time Garda Members

Mean: -1.13%, Median: -0.79%



Part-time Garda Staff

Mean: -19.49%, Median: -24.93%



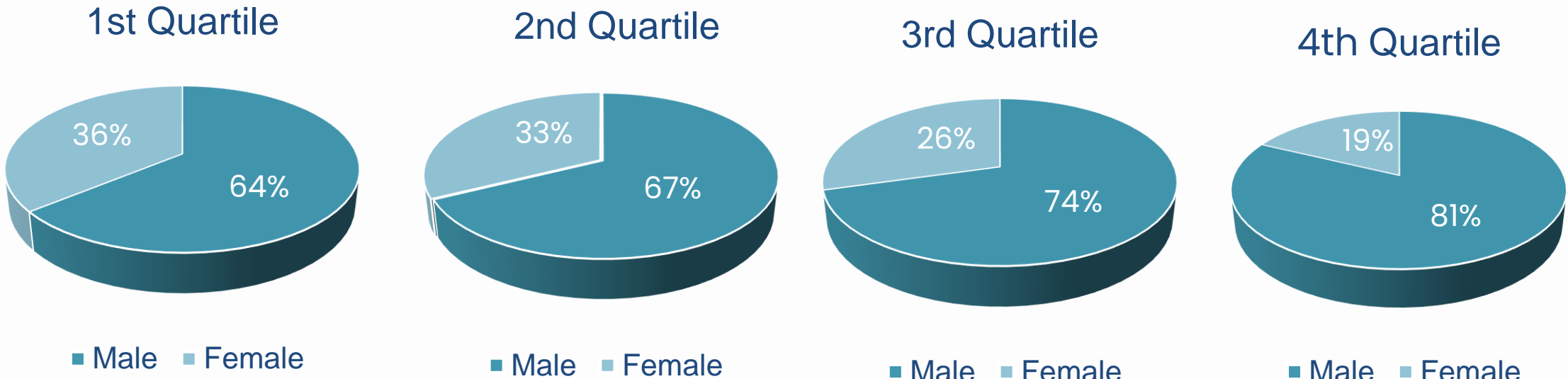
Temporary Garda Staff

Mean: -2.13%, Median: -0.11%

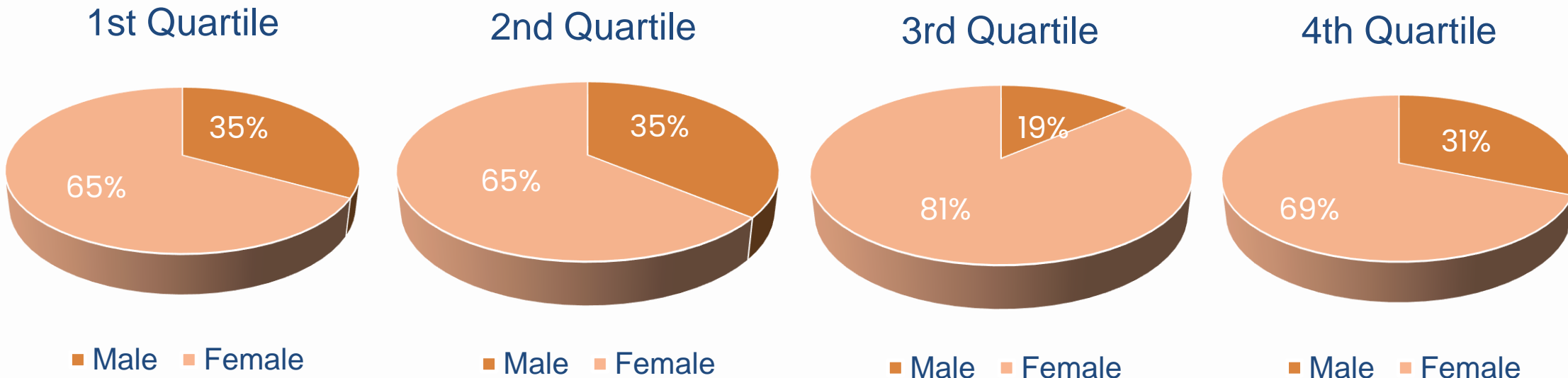


Pay Quartile Analysis

Garda Members



Garda Staff



Gender Pay Gap Analysis

This is the third year that An Garda Síochána has calculated the Gender Pay Gap.

The gender pay gap mean for Garda Staff is 1.31% and less than 5% for Garda Members. For Garda Members this % should be considered in the context of the overall composition of this group i.e. 71% Male and 29% Female.

The gap for Garda personnel has decreased year on year. We are committed to taking positive action to achieve an ambition of zero gender pay gap.

Gender Pay Gap Mean

	2024	2023	2022
Garda Members	4.57%	4.86%	4.81%
Garda Staff	1.31%	3.10%	2.67%

Gender Pay Gap Median

	2024	2023	2022
Garda Members	3.43%	3.87%	3.94%
Garda Staff	-12.69%	-9.60%	-15.54

Ongoing Positive Action

Recruitment

We have a clear and gender neutral approach to resourcing, and continue to design our recruitment campaigns to target under-represented groups, including females.

All personnel are aligned to pay grades/ranks which provide for equal pay for equal work, irrespective of gender, in line with the Employment Equality Act of 1998-2015.

Garda Síochána Women's Network

An Garda Síochána have a vibrant Women's Network, who continue to host national events across the calendar year. They vary in themes based on identified need and interest: fitness; nutrition; career development, health promotion, wellbeing and menopause. and hormone health.

Policy Development

An Garda Síochána was a finalist in the Workplace Excellence Awards 2023 (Great Places to Work) following the launch of An Garda Síochána Menopause Guidance, and an enhanced Domestic Intervention Policy in 2023.



An Garda Síochána Action Plan

01

Policy Development

An Garda Síochána launched the Blended Working Policy this year, as we are committed to being a workplace of choice.



02

Learning & Development

We will continue to offer a comprehensive range of learning development opportunities, including management and leadership development and mentoring.



03

Women in Policing Network

We are proud to have a Senior Leadership Team with 50% Male and Female, are active members of the 30% Club and have a thriving Women's Network.



04

Gender Action Plan

We will deliver a Gender Action Plan focused on addressing the representativeness and inclusion of women at all levels of the organisation.

