

# Gender Pay Gap

## An Garda Síochána

Snapshot date 23<sup>rd</sup> June 2023 for publication December 2023

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# Why are we reporting on the Gender Pay Gap?



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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;
- to identify a snapshot date in June 2023 for reporting purposes; and
- publish a report on the gender pay gap in December 2023.

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 (BIK);

and

- The percentage of employees who received a bonus or BIK;
- Male and female employees in each quartile of pay rates;
- The reason for the gender pay gap and measures proposed to reduce or eliminate it.

# What is the Gender Pay Gap?

The gender pay gap is the difference in average gross hourly pay of women when compared to men expressed as a percentage of men's pay. Taking this approach enables organisations to understand if women are represented evenly across an organisation.

The Gender pay gap should not be confused with equal pay which provides for assessment of pay for employees undertaking the same or similar roles or work of equal value. It is prohibited by Irish equality legislation to discriminate on the basis of pay because of gender.

In An Garda Síochána, there are two streams of staff: Garda members (Police Officers) and Garda Staff (Civil Servants). Collectively both groups are referred to as Garda personnel. Pay for Garda personnel is determined according to roles by rank and grade with no reference to gender.

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# 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:

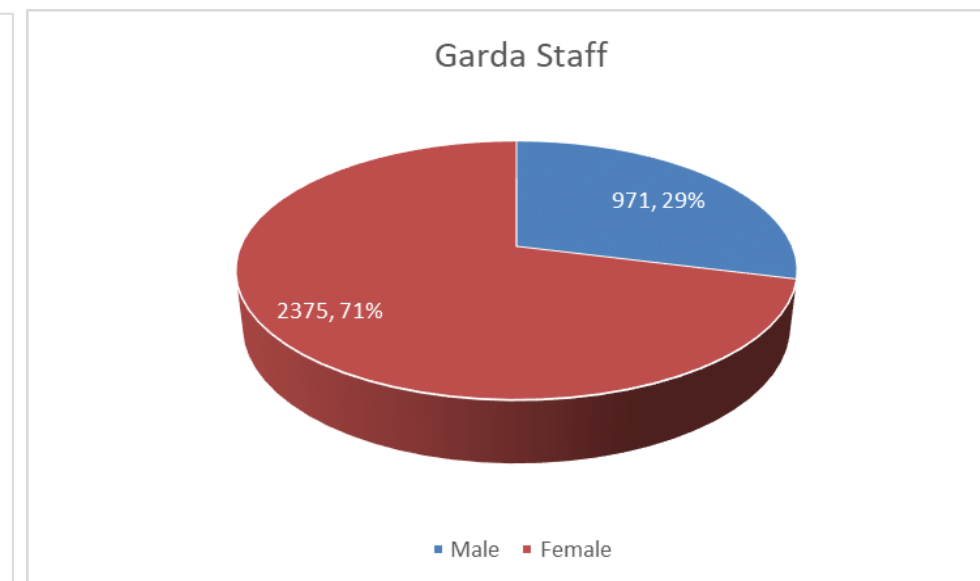
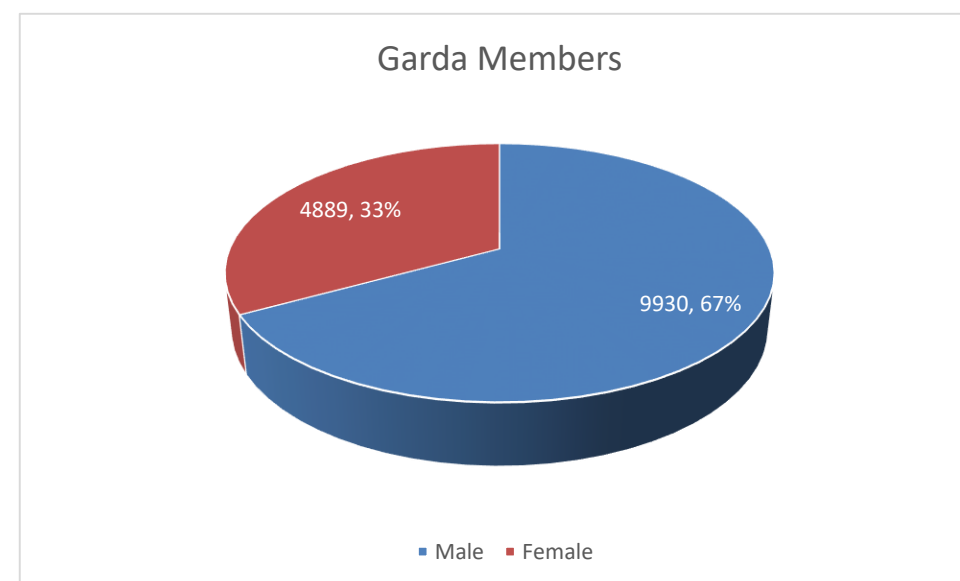
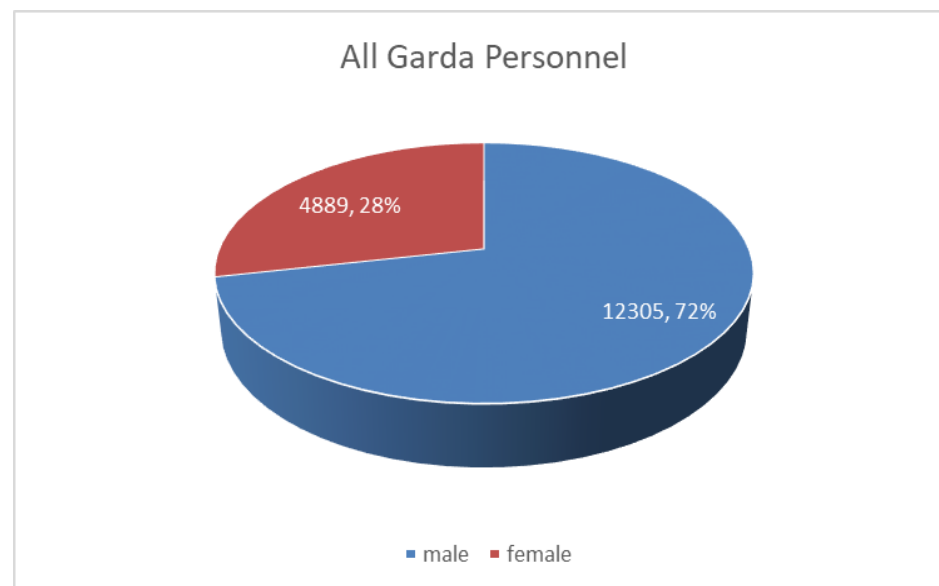
- **The Mean Gender Pay Gap:**
  - The salaries for Garda members and salaries for Garda staff are converted to an hourly rate and added up for both males and females.
  - The difference between the mean (average) pay for male and female members and staff is calculated and is presented as a percentage of the average male pay.
- **The Median Gender Pay Gap:**
  - The salaries for Garda members and salaries for Garda staff are converted to an hourly rate and are listed from highest to lowest paid. The median is the centre point salary.
  - The difference between the median (average) pay for male and female members and staff is calculated and is presented as a percentage of median male pay.
- **Pay Quartile Analysis:**
  - The percentage of male and female Garda members and Garda staff in four equal sized pay groups based on hourly pay.



# The Gender Pay Gap in An Garda Síochána

The snapshot date of 23<sup>rd</sup> June 2023 was chosen to assess the Gender Pay Gap in An Garda Síochána (AGS).

17,194 Garda personnel were recorded on payroll on 23<sup>rd</sup> June 2023; broken down as follows for All Personnel, Garda Members and Garda Staff



# Gender Pay Gap Analysis

## Garda Members

## Garda Staff

Mean  
4.86%

Median  
3.87%

Mean  
3.10%

Median  
-9.60%

An Garda Síochána's Gender pay gap for Garda members shows that on average that female members earn **4.86%** less in our permanent workforce. There is a lower pay gap reported for Garda staff where an average female staff earn **2.67%** less than male staff in our permanent work force. The Median pay rate shows that there are a **3.87%** less female Garda members earning the mid-point salary and **15.54%** more female Garda staff earning the mid-point salary.

### Part-time Garda Members

Mean: **-10.50%**, Median: **-6.51%**

Female members undertaking part-time work are paid higher than male members undertaking part-time work.

### Part-time Garda Staff

Mean: **-6.47%**, Median: **-21.57%**

Female staff undertaking part-time work are paid higher than male staff undertaking part-time work.

### Temporary Garda Staff

Mean: **-2.07%**, Median: **-1.25%**

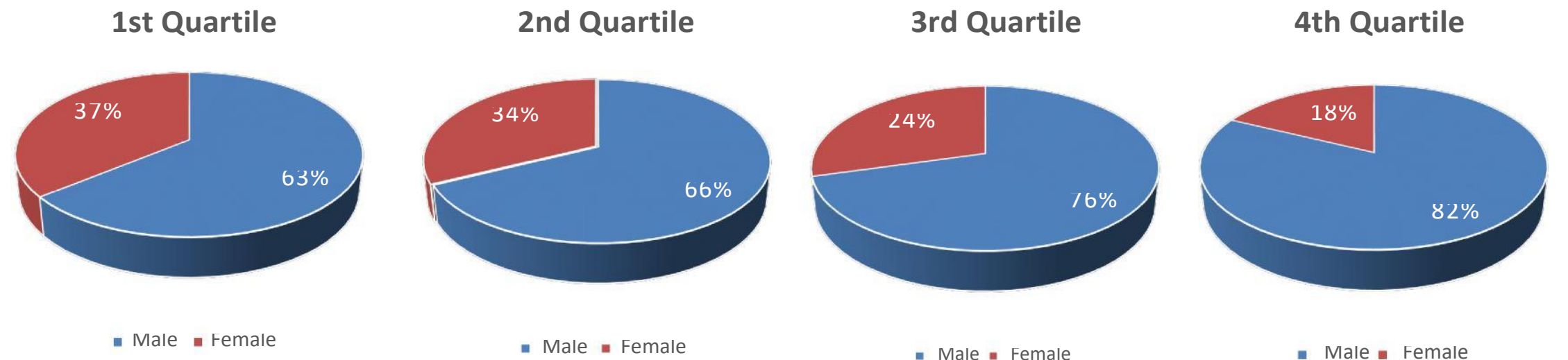
Female staff on temporary contracts are paid higher than males equivalents.

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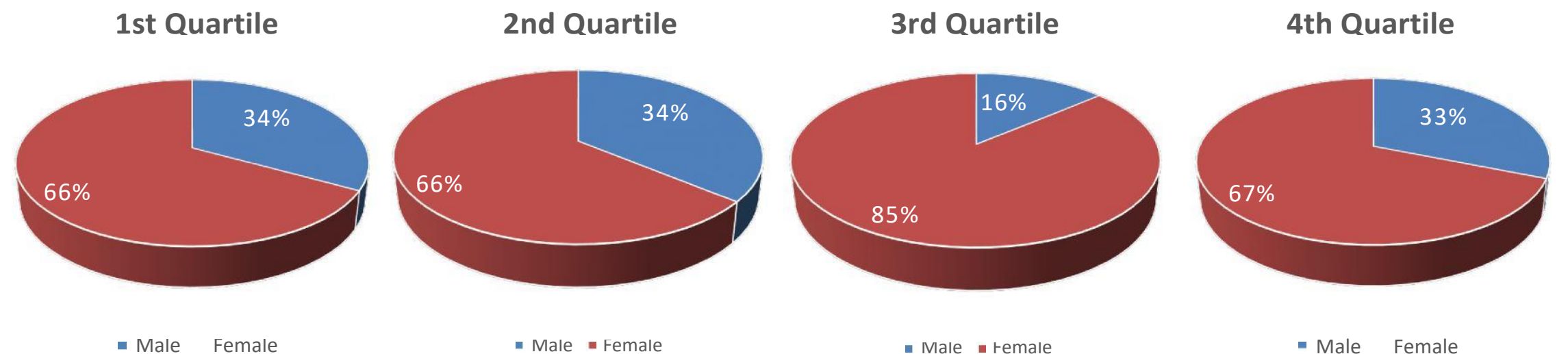


# Pay Quartile Analysis

## Garda Members



## Garda Staff



The quartile analysis by gender for Garda members and Garda staff is generally representative of the organisational gender split; however, males in the upper quartile are earning a higher proportion of the salary compared to the gender split. In the third quartile for Garda staff, a higher percentage of females are earning a greater proportion of the salary than males compared to the overall gender split.

# Gender Pay Gap Analysis – Year on Year

This is the second year that An Garda Síochána has calculated the Gender pay gap. While the gap is below 5% for members and lower again for staff, a defined gender pay gap exists, which has marginally increased year on year. This will be continually monitored.

Gender Pay Gap Mean			
	2023	2022	Difference
Garda Members	4.86%	4.81%	0.05%
Garda Staff	3.10%	2.67%	0.43%

Gender Pay Gap Median			
	2023	2021	Difference
Garda Members	3.87%	3.94%	-0.07%
Garda Staff	-9.60%	-15.54%	5.94%



# How does An Garda Síochána Compare?

## Geographically



The global pay gap is estimated as 20% <sup>(1)</sup>



The European pay gap is estimated as 13% <sup>(2)</sup>



The Irish pay gap is estimated as 9.6% <sup>(3)</sup>



The UK pay gap is estimated as 14.3% <sup>(4)</sup>

## Police Services (UK Selection)



Police Officers – 5.8%  
Police Staff – 13%<sup>(5)</sup>



Police Officers – 5.86%  
Police Staff – not reported<sup>(5)</sup>



Police Officers – 5.74%  
Police Staff – not reported% <sup>(6)</sup>



Police Officers – 6.89%  
Police Staff – 6.95% <sup>(7)</sup>

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- <sup>(1)</sup> [Equal Pay: Pay transparency can address the gender pay gap \(ilo.org\)](https://www.ilo.org)
- <sup>(2)</sup> [Gender Pay Gap in the EU remains at 13% \(europa.eu\)](https://europa.eu)
- <sup>(3)</sup> [CSO's national estimate of the gender pay data for 2022 shows Gender Pay Gap in Ireland stood at 9.6% last year - IBEC](https://www.ibec.ie)
- <sup>(4)</sup> [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)
- <sup>(5)</sup> [GPG002-SPA\\_PoliceScotland.pdf \(parliament.scot\)](https://www.parliament.scot)
- <sup>(6)</sup> [British Transport Police reports 5.74% mean gender pay gap - \(employeebenefits.co.uk\)](https://www.employeebenefits.co.uk)
- <sup>(7)</sup> [gender-pay-gap-data---2022.pdf \(gmp.police.uk\)](https://www.gmp.police.uk)



## Recruitment

While we have a clear and gender neutral approach to resourcing both members and staff, we have designed our recruitment campaigns to target under- represented groups including females.



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## 30% Club

An Garda Síochána very proudly became the 300th member in Ireland of the 30% Club in 2023.

The 30% Club's mission is to increase gender diversity on boards and senior management teams.

## Policy Development

An Garda Síochána launched Menopause Guidance and an enhanced Domestic Intervention Policy in 2023

## Garda Síochána Women's Network

An Garda Síochána Women's Network have hosted various events over the year, most recently was an exclusive national networking and wellness event in collaboration with BEO. The event is offering the ideal opportunity to rejuvenate, refocus, and enjoy an enriching day with insightful keynote speakers and practical advice on achieving wellness and work-life balance.

# An Garda Síochána's Action Plan

## Diversity and Inclusion & Integration (DI&I) Strategy

There will be a continued focus on DI&I in 2024 further targeting under-represented groups in An Garda Síochána for positive action.

## Talent Management/Succession Planning

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

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## Cultural Audit

The cultural audit completed by both members and staff is under review to assess gender differences impacting to overall employee experience.

## Women in Policing Network

Top management will continue to champion and support the Women in Policing Network

## Policy Development

An Garda Síochána will launch Menopause Guidance and an enhanced Domestic Intervention Policy in 2023

## The Women of An Garda Síochána:

A true celebration and representation of women, past and present, who have dedicated their careers to keeping people safe.

