



Gender Pay Gap

Report 2023



Overview

Derrycourt Cleaning Specialists is a family-owned, female led Irish company providing multi-award winning and cost-effective nationwide contract cleaning and facilities management services to our valued Clients.

At Derrycourt our aim is to provide a consistently high quality personal and professional service. We do this by focusing on our values and ethos while continuing to grow and evolve our business for both current and new Clients.

We are proud that Derrycourt continues to be recognised through our achievement of awards both at a national and international level. This is testament to our commitment to the delivery of a high quality, professional and reliable service delivered by our key asset, our people.

At Derrycourt we proudly employ a diverse workforce. We are committed to providing:

- Industry leading training to all our staff
- Equal opportunities to all staff
- Career development and growth opportunities to high performing and ambitious staff

This is our second annual gender pay gap report with data covering 1889 employees for the 30th of June, the snapshot date. Of these employees 1338 (70.8%) are female and 551 (29.2%) are male, this represents a 1.5% increase in the number of males working for us from the 2022 figures.

In the numbers presented, a positive % indicates a pay gap where males are paid more than females. A negative % indicates a pay gap where females are paid more than males. On a companywide level, there is a slight positive gender pay gap on the mean hourly rate of 1.78%, but on the other hand the median hourly rate gap is only 0.65%. This does represent a positive reduction in our gender pay gap.

As an organisation our basic terms and conditions are determined by the Contract Cleaning Joint Labour Commission. They are responsible for determining rates of pay which are contained within the Contract Cleaning Employment Regulation Order (ERO).

Most of our staff are paid at the applicable ERO rate, which provides equal pay for females and males. We do have some service lines and roles with a higher hourly rate of pay and for the period under review we had a slightly higher proportion of male staff working in these roles.

When analysing the population by pay quartiles, the lower quartile has in proportion a higher population of female employees, while the lower middle and upper middle quartiles are quite aligned with gender distribution. The upper quartile has a proportionally higher percentage of male employees. Very few employees were paid bonuses, hence there is insufficient data for conclusions to be drawn. The proportions of employees who were paid BIK (0.89% female and 0.54% male) reflect more closely the split of females and males in managerial positions.

Going forward, we will continue to actively follow the development of pay gaps, and take relevant actions, with consideration to demographics and nature of work.

Maeve Coffey

Head of Human Resources

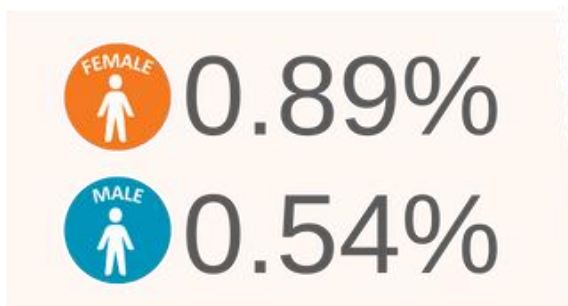
Key Figures



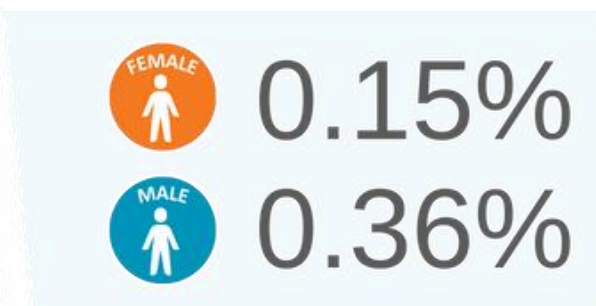
Gender Pay Gap by

	MEAN	MEDIAN
HOURLY RATE	1.78 %	0.65 %
HOURLY RATE PART TIME	1.19 %	0.66 %
BONUS	0.36 %	0.15 %

BLK Paid Proportions



Bonus Paid Proportions



Population by Pay Quartiles

