



# RSA Gender Pay Gap Reporting

Dec 2022



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# Legal Requirements

- **The Gender Pay Gap Information Act 2021** (and related Regulations) set out the statutory basis for Gender Pay Gap reporting in Ireland. The purpose of the legislation is to understand gender representation in the workplace.
- **Employers are required to report on the gender differences in respect of the:**
  - ✓ Mean and median hourly pay for full time, part-time and temporary employees
  - ✓ Mean and median bonus pay
  - ✓ Percentage of employees who have received a bonus and/or a benefit in kind
  - ✓ Setting out the number of men and women across four quartile pay bands
  - ✓ The report must explain the reason for the employer's Gender Pay Gap and what measures are proposed or being taken to reduce or eliminate any gender pay gap.



# What is Gender Pay Gap?

- The gender pay gap is the difference in the average hourly wage of men and women across a workforce.
- The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.
- Organisations are asked to select a 'snapshot' date in the month of June 2022. Their reporting will be based on the employees they have on this date. Our snapshot date was June 12th 2022.
- The Gender Pay Gap captures whether women are represented evenly across an organisation.
- This should *not* be confused with equal pay. **Equal pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. **It is unlawful to pay people unequally because of their gender.**



# Gender Pay Gap Reporting Explained



## Measuring the gap – Mean Calculation explained

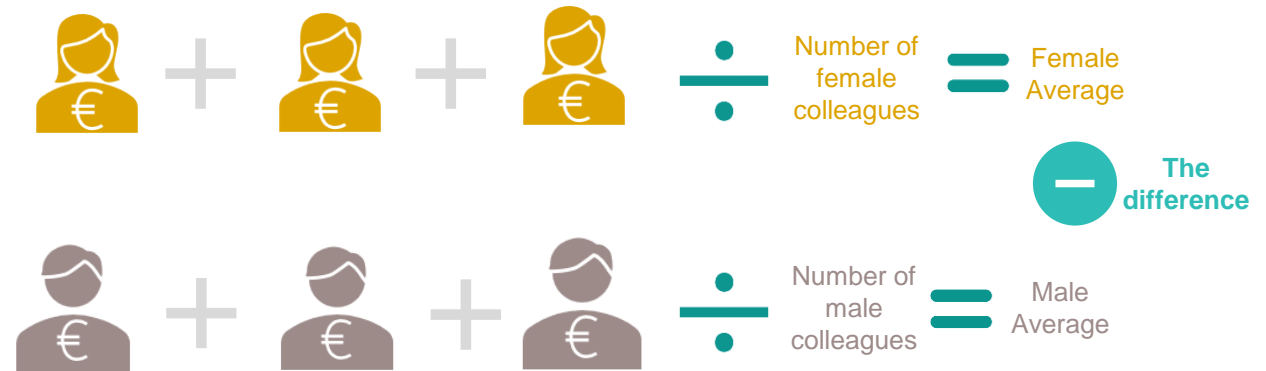
To generate the Gender Pay Gap report, we look at all roles and all rates of pay across RSA.

### Mean gender pay gap:

The salary of every staff member is converted into an hourly rate. These are added up for male and female employees separately.

The mean pay gap is the difference in the average hourly pay for women compared to men, within our organisation.

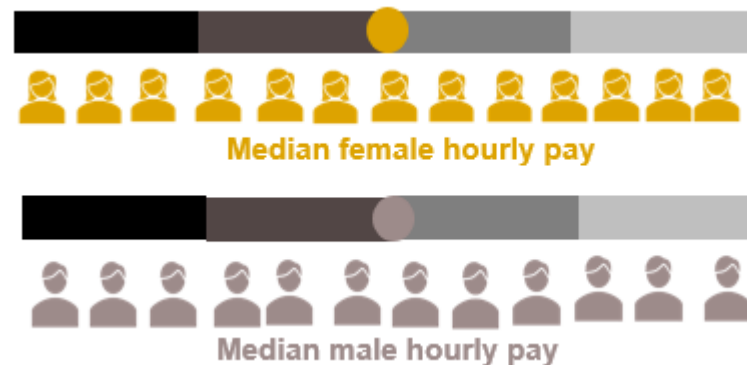
## How we measure the mean gender pay gap



# Measuring the Gender Pay Gap

## Measuring the gap - Median Calculation explained

- **Median gender pay gap:** All male and female salaries are converted to hourly rates and listed from the highest to lowest paid respectively.
- The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rates for the middle woman compared to that of the middle man.
- The difference between the median hourly rate of males and females is expressed as a % of men's median pay.



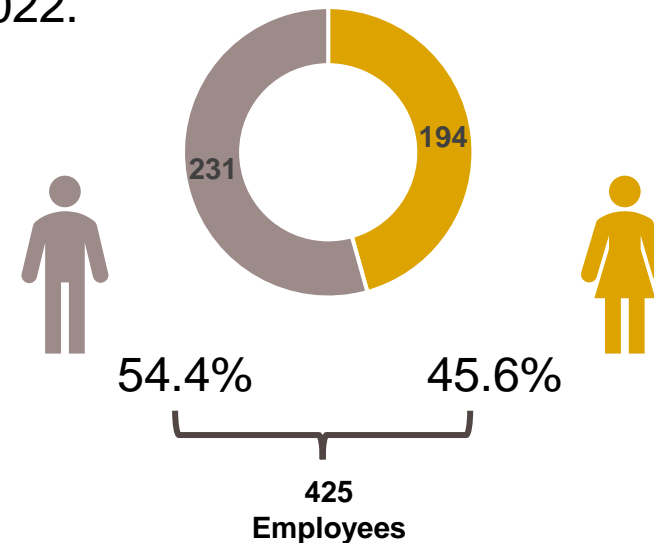
# Measuring the RSA's Gender Pay Gap

## Measuring the gap – Pay per Quartile

- **Pay per quartile:** The percentage of male and female employees in four equal sized groups of employees based on their hourly pay.
- In order to group employees into quartile pay bands, the employer must create a ranking of employees based on their hourly pay from lowest to highest. This is then divided into quartiles: lower, lower middle, upper middle and upper.
- The reporting period is from 11 June 2021 to 10 December 2022.
- The snapshot date of pay for all colleagues employed on 12 June 2022 was used.

The RSA employs 425 staff.

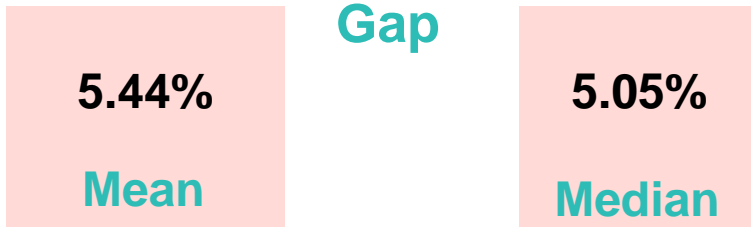
On 12 June 2022, 231 employees were male (54.4%) and 194 employees were female (45.6%).





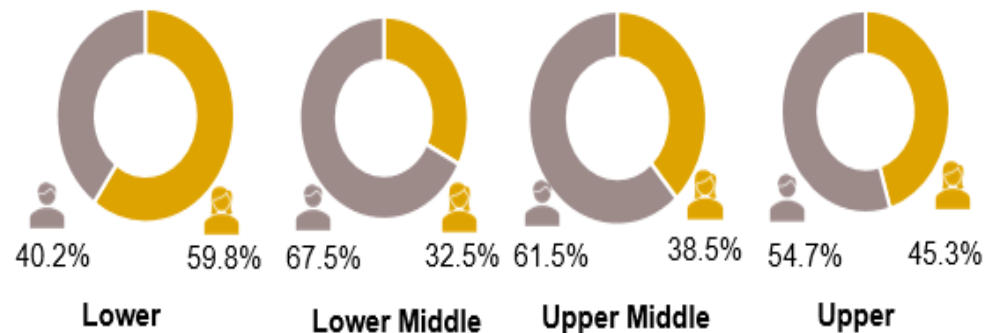
# RSA Gender Pay Gap

## RSA Overall Gender Pay Gap



The RSA's Gender Pay Gap results show that on average, females in RSA earn 5.44% less than males in our permanent workforce. The median salary for females is 5.05% lower when compared to males for our permanent workforce

## Percentage of males and females by quartile



Across the **lower middle and upper middle** there are **significantly more males than females**.

The smallest gap, however is in the **upper quartile** with **54.7% males** as against **45.3% females**.



# Measuring the RSA's Gender Pay Gap



## Gender Pay Gap in Part-Time Employees

On average, **part-time** female employees in RSA earn **13.21%** less than part-time male employees.

13.21%

Mean

21.96%

Median

The median salary for part-time female employees is **21.96%** lower when compared to male employees.

## Gender Pay Gap in Temporary Employees

On average, **temporary** female employees in RSA earn **7.18%** less than temporary male employees. However there is **0%** difference in the median salary for temporary female employees when compared to male employees.

7.18%

Mean

0%

Median

**The mean and median bonus pay gap and benefit in kind pay gap is not applicable to RSA as RSA does not have a bonus scheme in place nor are there benefit in kind arrangements in place.**





## How do we compare?

- ❖ Globally the Gender Pay Gap is estimated to be **20%**
- ❖ Europe's Pay Gap is estimated to be **13%**
- ❖ The United Kingdom's Pay Gap is estimated to be **15.5%**
- ❖ Ireland's Pay Gap is estimated to be **11.3%**
- ❖ RSA's Gender Pay Gap is **5.44%**



# Our Organisational Context

Road Safety Authority's role in the delivery of public services across driver licencing, testing, vehicle testing, education and enforcement activities is well known.

- RSA as a public service authority was established under the 2006 Road Safety Act.
- RSA's workforce has historically been largely made up of a high proportion of administrative support grades, of which Clerical Officer grade makes up 19% of the overall total currently.
- Clerical Officers make up the majority of the lower quartile and the data indicates that these roles are currently mostly filled by females.
- Driving Testers (35%) and Enforcement Officers comprising of Vehicle Inspectors and Transport Officer staff (11%) comprise of just under half of our workforce.
- Driving Tester roles have historically over the years attracted majority of male applicants.
- Enforcement Officers have also historically attracted predominantly male applicants, given requirements for the vehicle inspector roles to have a technical/mechanical background (both traditionally filled by majority male candidates).
- While RSA is not unique when compared to similar organisations and Departments, increasing female participation in our front line teams is key to reducing the gap.



# Why do RSA have a gap?

- It is important to note that even though there is a pay gap at the RSA, this does not mean that men and women are paid unequally.
- Remember: Paying an individual less than a colleague for the same job, purely on account of their gender, is prohibited under equality legislation.
- All employees are aligned to pay grades which provide for equal pay for equal work irrespective of gender, in line with the Employment Equality Act of 1998-2015. Paying our staff members fairly and equitably relative to their grade, experience, skills and performance is a fundamental principle of RSA.
- The reason for the gap that we have identified in this report is as a result of:
- Higher number of males in identified roles i.e. Testing and Enforcement i.e. accounting for close to two thirds (67.5% and 61.5% in the lower middle and upper middle quartiles respectively)
- More women in lower paying administrative roles as is shown in by their representation at almost 60% in lower quartile



# What are RSA doing to close the gap?

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- Focus on continued learning, development and opportunity for all staff based on their expressed learning needs through engagement at 121 and PMDS process.
- Promotion of work life harmony with an extensive range of programmes such as flexible working, Blended Working Arrangements, part-time hours, fully paid maternity leave, paternity leave, parental leave options, career breaks, unpaid leave options.
- RSA will shortly agree our Blended Working Policy so that staff across all genders can have flexible working arrangements where feasible operationally.
- Learning and development policy to encourage learning across all levels and disciplines this has included the delivery of a Senior Leadership Programme for senior staff in RSA called Growing our Leaders.
- Ensuring an optimum target operating model to support RSA in its delivery of strategic objectives and providing opportunities for all of our internal colleagues.
- Ongoing development of a strategic and holistic workforce planning approach encompassing talent management and succession planning. This will require us to further develop our diversity and inclusion strategy and the accompanying actions over the course of the coming year and building on internal capacity requirements allowing for more female participation and applications across all staffing profiles including those historically seen as male dominant.
- Webinars on topics of wellbeing which engage with our female colleagues i.e. menopause/breast check, aiming to support our female workforce through any challenges that may affect job satisfaction and retention.



# What are RSA going to do further close the gap?

## Action Plan

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### Strategic

Development of an Equality, Diversity and Inclusion strategy, one of the outputs of which will be building an engaged, inclusive and diverse workforce that is customer and purpose focused

Development of further recruitment strategies and guides on ensuring full consciousness of potential bias and awareness when hiring to ensure increased diversity

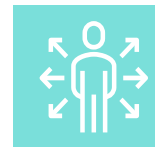


### Engagement

Incorporate into our engagement survey the capture of data on gender issues/areas which will enable planning and engagement in key areas of interest for staff

Regular pulse surveys on issues of interest

Continued focus on health and wellbeing



### People

Development – Interviewing Skills Training which reduces the potential for bias.

Diversity of Individuals suitably trained and equipped to assume posts as successors.

