



Gender Pay Gap Report 2025

Snapshot Date: 30 June 2025

Reporting Date: 15 November 2025

Total Employees: 95

Organisation Type: Not-for-profit community-based organisation providing Personal Assistant (PA) and Home Support Services

1. Introduction

West Limerick Independent Living (WLIL) is committed to equality, fairness, and inclusion across all areas of employment. This Gender Pay Gap (GPG) Report is produced in accordance with the **Gender Pay Gap Information Act 2021**.

The report analyses pay data as of **30 June 2025** and confirms WLIL's continued adherence to equal pay principles. All staff performing equivalent roles receive the same rate of pay, regardless of gender.

2. Workforce Overview

Category	Female	Male	Total
Personal Assistants / Home Care Assistants	78	9	88
Bus Driver	0	1	1
Service Coordinators	4	0	4
Administrators	2	0	2
Manager	1	0	1
Total	85	10	95

The majority of WLIL's workforce is female, consistent with sector-wide patterns in health and social care.

3. Pay Structures

Personal Assistants / Home Care Assistants

- Basic hourly rate: €18.00
- Evening rate: €21.60
- Sunday rate: €24.00



- Bank Holiday rate: Double time (€36.00)
- Sleepover allowance: National Minimum Wage

All male and female PAs receive identical pay rates and conditions.

Service Coordinators

- Four female coordinators, paid on an incremental scale linked to experience and service length.
- No male coordinators.
- No pay difference attributable to gender.

Administration & Management

- Two female administrators paid equally.
- One female Manager and one male Financial Manager; roles differ in scope and responsibility, so no direct comparator exists.

4. Gender Pay Gap Analysis

Measure	Result
Mean hourly pay gap	0 %
Median hourly pay gap	0 %
Mean bonus gap	N/A (0 %)
Median bonus gap	N/A (0 %)

WLIL does not operate any discretionary or performance bonus scheme.

All hourly rates are uniform for equivalent work; therefore, there is **no measurable gender pay gap**.

5. Pay Quartiles

To illustrate representation, the workforce has been divided into four equal quartiles based on hourly pay:

Quartile	Female %	Male %
Upper	85 %	15 %
Upper Middle	89 %	11 %
Lower Middle	90 %	10 %
Lower	88 %	12 %

These figures reflect WLIL's strong female representation across all pay levels, typical of the care sector.



6. Explanation of Results

The 2025 analysis demonstrates **no gender-based difference in pay**.

Variations in gender distribution are the result of the care sector's demographic composition rather than pay inequality. All staff performing equivalent roles are compensated at the same rates.

WLIL's remuneration framework is fully transparent, based on role type, shift pattern, and hours worked.

7. Ongoing Commitment

West Limerick Independent Living will continue to:

1. Maintain open, transparent, and gender-neutral pay systems.
 2. Review pay structures annually to ensure continued compliance.
 3. Promote training and career progression for all staff.
 4. Monitor workforce diversity and gender representation across roles.
 5. Publish an annual Gender Pay Gap Report and ensure accessibility to all employees.
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8. Declaration

I confirm that the information presented in this report is accurate and prepared in accordance with the **Gender Pay Gap Information Act 2021**.

Signed:

Gerard O'Connor
Financial Manager
West Limerick Independent Living

Date: 15 November 2025