



DENTAL CARE IRELAND
Your Local Practice

20
23

GENDER PAY GAP REPORT



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Introduction

Dental Care Ireland is a growing network of over 30 established dental practices, located throughout the country. Each practice is patient-focused and committed to delivering the highest standard of dental care for all the family.

Gender Pay Gap legislation requires employers with 250 or more employees to publish statutory calculations every year showing the difference between the average earnings of men and women within our business.

Gender Pay Gap is different to equal pay. The gender pay gap shows the difference in average pay between men and women. Equal pay requires that men and women who carry out the same or similar jobs; or work of equal value, are paid the same.

We believe that, at Dental Care Ireland, we do not have an issue in terms of pay equality, but the low number of men in our business overall does skew our results somewhat. The negative % gaps noted below indicate a pay gap in favor of women. The majority of roles in our business are nursing or administration focused and the proportion of men applying for these roles is very small.

This Gender Pay Gap Report is based on data as of 30th June 2023.

Gender Balance



The figures set out below have been calculated using the standard methodologies used in the Equality Act 1998 (Gender Pay Gap Information) Regulations 2022.

Category	%
<ul style="list-style-type: none">• The Mean Hourly Remuneration Gap	23%
<ul style="list-style-type: none">• The Median Hourly Remuneration Gap	19%
<ul style="list-style-type: none">• The Mean Bonus Remuneration Gap	(486%)
<ul style="list-style-type: none">• The Median Bonus Remuneration Gap	(458%)
<ul style="list-style-type: none">• The Proportion of Males Receiving a Bonus Payment	8%
<ul style="list-style-type: none">• The Proportion of Females Receiving a Bonus Payment	10%
<ul style="list-style-type: none">• The Mean Hourly Remuneration Gap of part time employees	22%
<ul style="list-style-type: none">• The Median Hourly Remuneration Gap of part time employees	20%
<ul style="list-style-type: none">• The Median Hourly Remuneration Gap of Temporary Contract Employees	33%
<ul style="list-style-type: none">• % of male employees who received BIK	100%
<ul style="list-style-type: none">• % of female employees who received BIK	100%

Pay Quartiles by Gender

Category	Males	Females
• Lower remuneration quartile pay band	3%	97%
• Lower middle remuneration quartile pay band	2%	98%
• Upper middle remuneration quartile pay band	4%	96%
• Upper remuneration quartile pay band	6%	94%

What is DCI doing to address its Gender Pay Gap?

The proportion of men applying for roles in nursing and administration areas of the business is relatively small. DCI has seen an increase in interviews for male applicants and a slight increase in new hires to the previous year. DCI is successful in attracting male applicants for roles in the Head Office support function.

Dental Care Ireland is fully committed to promote gender diversity in all areas of its workforce including the following:

- Recruitment for open roles is carried out in an open and inclusive manner with male applicants awarded the same consideration as female applicants. We continually review our recruitment processes and language for universal design, ensuring we are open and attractive to all
- Getting the foundations to build a diverse workforce and inclusive culture. We have recently completed a full review of our staff handbook and code of conduct thus ensuring the policies are in place to support gender equality.
- Performance reviews and feedback are carried out in a sensitive, non-discriminatory manner. The company offers the same opportunities to all employees to perform well and develop high standards of performance in their roles.
- We follow the principle of fair pay, so the salaries our people receive are fair for the job they do and in line with the external job market, and we carried out a review recently
- Promoting DCI and the dental sector in general as an attractive career prospect regardless of gender at various educational establishments and job fairs
- Managing the opportunities and challenges of hybrid working for office based employees which can positively impact gender representation.

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