

Gender Pay Report



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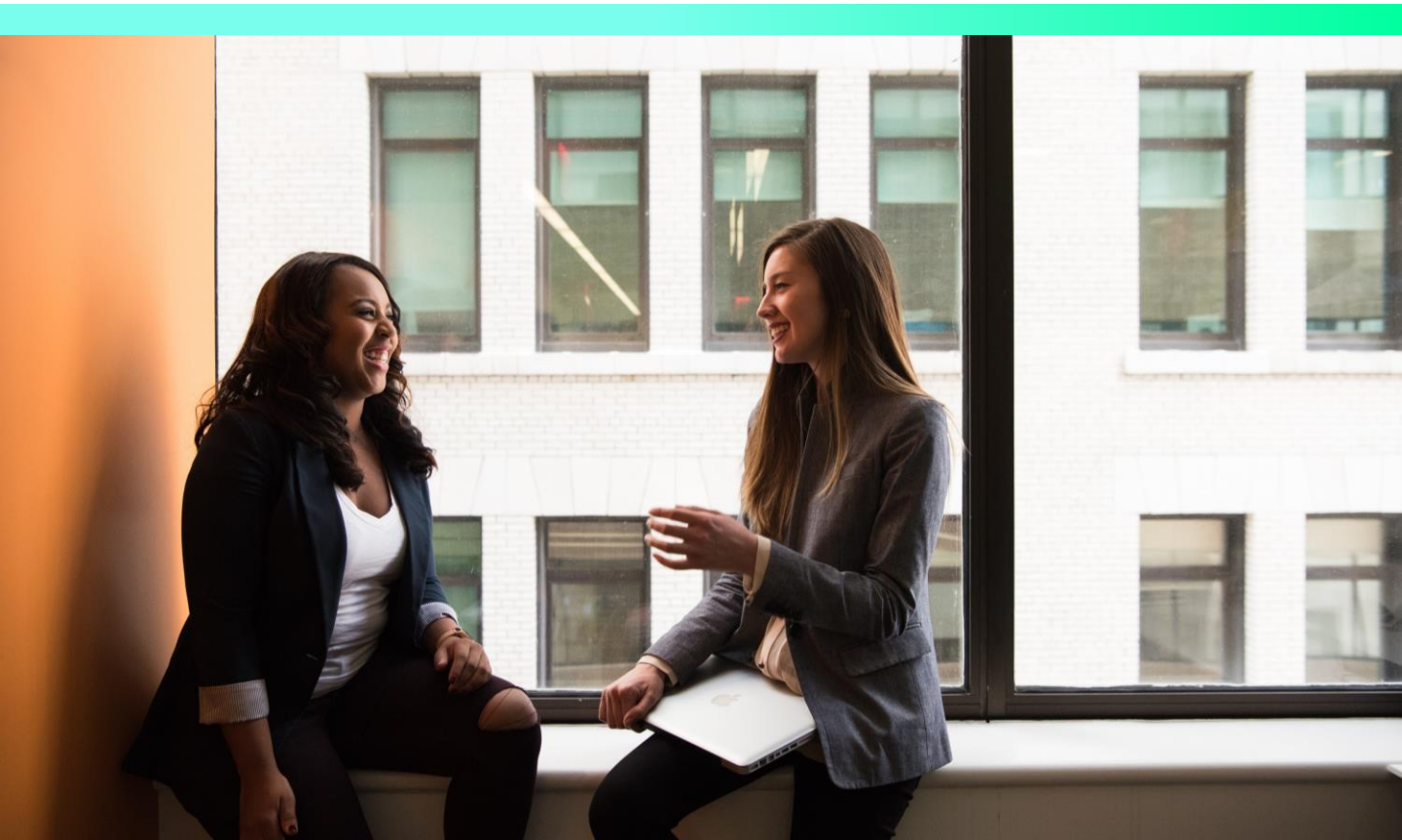


Introduction

The Gender Pay Gap Information Act 2021 requires organisations with over 250 employees to report on their gender pay gap across a range of metrics. This report was created with reference to data from the pay period 1st July 2022 until 30th June 2023.

Important note

As a recruitment agency, we are required to include our temporary workforce as well as our permanent employees within these calculations.



Gender Pay Calculations

This year, we have reported a significant improvement in our gender pay gap, in favour of female permanent employees, with the mean gap reducing by 18.56% and the median gap reducing by 50.41%. We will continue to monitor and review salaries to ensure fairness and consistency.

There is a much smaller gender pay gap within our temporary workforce, which is broadly similar to that reported last year. These pay levels are set by our clients, and they are standardised based on the role and the shift type.

We were unable to report on part-time employees since there is no data to report.

Mean	Median
28.21%	-5.82%

Pay gap in hourly pay between **permanent** male and female employees.

Mean	Median
6.65%	4.52%

Pay gap in hourly pay between **temporary** male and female employees.

Benefit in Kind (BIK) Calculation

These figures have also been influenced by our temporary workforce. All our permanent employees are eligible to sign up to Benefits in Kind, upon successful completion of their probationary period. The benefits offered to our temporary workforce are consistent across the board.

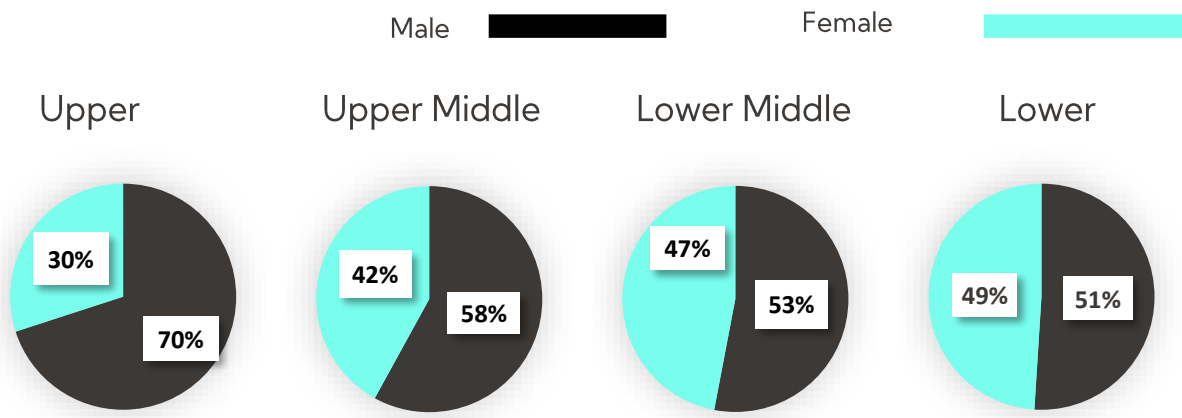
Male	Female
0.72%	2.28%

Percentage of male and female employees who received BIK.

Pay Quartiles

The image below shows the gender distribution at Kelly Services (Ireland) Limited when colleagues are placed into four equally sized quartiles based on pay.

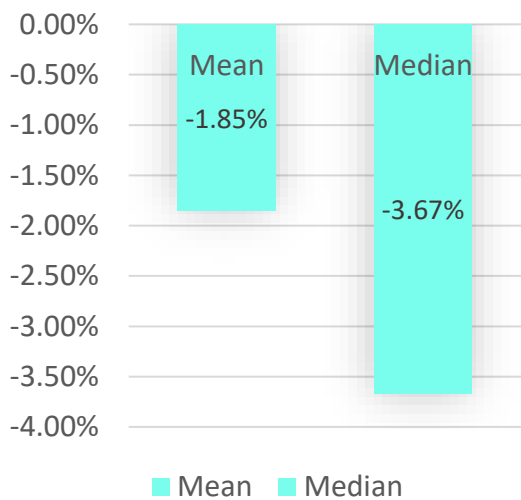
Whilst these figures show that men are more represented in the upper pay quartile, the other quartiles show a higher or more equal proportion of females. We believe that the type of roles and industries that we recruit within have played a contributing factor, alongside a larger proportion of men than women holistically contained in the data from the relevant pay period being reported upon.



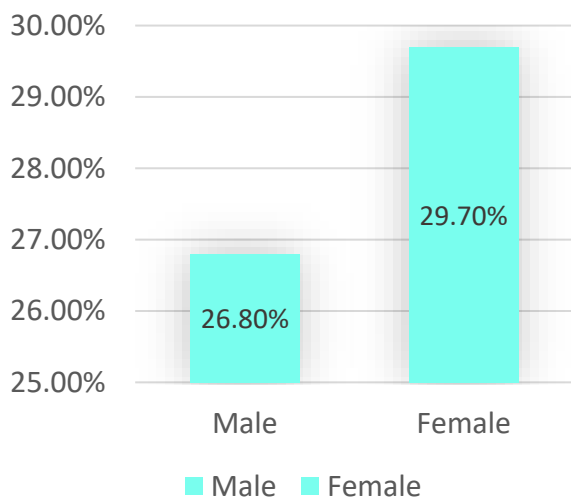
Bonus Calculations

Only a small proportion of our temporary workforce are in receipt of a bonus so the difference between men receiving bonus compared to woman is affected by this. There are more women compared to men on our permanent payroll where they are more likely to receive a bonus payment.

We have different bonus schemes in Ireland and eligibility depends on the type of role being carried out. Whilst there are schemes which pay out a specific amounts, some of our employees are on sales-based schemes and therefore, their bonus potential is dependent on the individual performance and therefore, difficult to control or influence.



Bonus gap between male and female employees.



Percentage of male and female employees who received bonus pay.

Our Action Plan

As we look to next year and how we can improve our figures for next year, we will focus on the following areas:

- We will continue to monitor and review salaries to ensure fairness and consistency.
- We will review our career development structure to ensure we are providing our employees with the equal opportunities to succeed and progress at Kelly.
- We will work alongside our clients to create and maintain a diverse and inclusive workforce, having meaningful conversations to improve talent attraction and retention.



I confirm the information and data reported within this report and submitted via the Government Equalities Office gender pay gap reporting service is accurate.

Thank you,

A handwritten signature in blue ink, appearing to read 'N. Douglas', written in a cursive style.

Natasha Douglas
HR Director
On behalf of Kelly Services (Ireland) Limited

