



An Roinn Dlí agus Cirt  
Department of Justice

# Report on the Gender Pay Gap

## The Probation Service 2023



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## Abbreviations Used

DoJ: Department of Justice

DCEDIY: Department of Children, Equality, Disability, Integration and Youth

DPENDPDR: Department of Public Expenditure NDP Delivery and Reform

EDI: Equality, Diversity and Inclusion

FTE: Full-Time Equivalent

GPG: Gender Pay Gap

HR: Human Resources unit

PAS: Public Appointments Service

RDA: Research and Data Analytics unit

SWY: Shorter Working Year

NSSO: National Shared Services Office

## List of Grades

### General Service Grades:

Secretary General

Deputy Secretary

Assistant Secretary

Principal / Principal Higher Scale

Assistant Principal / Assistant Principal  
Higher

Senior Researcher

Higher Executive Officer / Higher Executive  
Officer Higher

Administrative Officer / Administrative  
Officer Higher

Executive Officer / Executive Officer Higher

Clerical Officer / Clerical Officer Higher

Head Services Officer

Services Officer

Services Attendant

Cleaner

### Specialist Grades:

Chief State Pathologist

State Pathologist

Chief Inspector

Engineer Grade I & Professional Accountant  
Grade I

Engineer Grade II & Professional

Accountant Grade II

Engineer Grade III & Professional

Accountant Grade III

Advisory Counsel I

Advisory Counsel II

Advisory Counsel III

State Solicitor and Prosecution Solicitor

Inspector of Explosives

Senior Probation and Welfare Officer

Probation and Welfare Officer

Statistician

Psychologist

Senior Laboratory Analyst

Laboratory Analyst

Civilian Driver

Night-watchman

Non Administrative Post, Non Pay scale Industrial CSGR, Non Pay scales Political Staff are at different grades so are not in the list above.

**Professional / Technical Post (P&T) grades** differ from general civil service grades as they involve specialist work, often with more specific qualification or compliance requirements, and often with different pay scales and conditions of employment.

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## Definitions

**Allowance:** means a sum of money payable to a relevant employee in relation to additional duties of the employee; the location of the employee's place of employment; the purchase, lease or maintenance of a vehicle or item used by the employee for the purposes of his or her employment; or, the recruitment and retention of the employee. It does not include reimbursement of expenditure wholly and necessarily incurred by him or her in the course of his or her employment, for example, reimbursement for travel expenses related to their work<sup>1</sup>.

**Equal pay:** The principle of equal pay does not mean that all workers must be paid equally; it means that any pay differences must be based on objective criteria, not related to gender.

**Department and Agency:** The DOJ provides an HR shared service to some smaller agencies, and recruits and assigns staff to those agencies/offices. These staff are employed by the Department but work under the direction of the relevant CEO/Director/Head of Organisation. References to agency staff are to the staff employed and assigned in this way and do not refer to outsourced resources. References to the Department are to those employees directed by the Secretary General.

**Ordinary pay**<sup>2</sup>: means the following types of remuneration, payable to a relevant employee, before any statutory deductions are made -

- (a) basic pay,
- (b) allowances,
- (c) pay for piece-work,
- (d) shift premium pay, or
- (e) overtime pay,

but does not include -

- (i) remuneration referable to redundancy or termination of employment, or
- (ii) remuneration other than money

**Part-time working:** A part-time employee in Ireland is defined in law as an employee whose normal hours of work are less than the normal hours of work of an employee who is a comparable employee. For this paper anyone whose full-time employment status (FTE) is less than one is

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<sup>2</sup> The Employment Equality Act 1998 (section 20A)(Gender Pay Gap Information) Regulations 2022, <https://www.irishstatutebook.ie/eli/2022/si/264/made/en/pdf>

assumed to be working part-time. Part time does not include anyone who is on or has taken unpaid leave during the reporting period, for example parental leave.

**Mean:** Represents the average value of a dataset. The result when a sum of values is divided by the number of values.

**Median:** The middle value when a set of values are ordered from lowest to highest. If there are two middle values then it is the mean of those values.

**Snapshot date:** This is the date that was chosen in June as per The Gender Pay Gap Information Act 2021. For the analysis this is the 1<sup>st</sup> of July 2022, as to capture a complete one year pay cycle for all employees of the Probation Service. The reporting deadline is 6 months after that date, the 31<sup>st</sup> of December 2023. The reporting period is the 12-month period immediately preceding and including the snapshot date. Thus the reporting period for this report is the 1st of July 2022 to the 23rd of June 2023.

**Unadjusted Gender Pay Gap:** When the Gender Pay Gap (GPG) is calculated by comparing the pay of all males to that of all females.

**The formula used to calculate the unadjusted GPG is:** The difference between the mean/median hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender expressed as a percentage of the mean/median hourly remuneration of relevant employees of the male gender.



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## Executive Summary

The provision of equal pay between males and females is an issue of significant policy concern. In response to this the Government passed the Gender Pay Gap Information Act in July 2021. The regulations introduced as part of the Act require organisations with over 250 relevant employees to report on their Gender Pay Gap (GPG) from 2022 and onwards.

The GPG is the difference in the average hourly wage of males and females across a workforce. A GPG which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the GPG is negative, this indicates the reverse, that on average, men are in a less favourable position than women.

In March 2022 the Minister for Children, Equality, Disability, Integration and Youth (DCEDIY) provided details on the reporting requirements within the regulations. All organisations with over 250 employees are required to report:

- The mean and median hourly wage gap.
- Data on bonus pay.
- The mean and median pay gaps for part-time employees and temporary employees.
- The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

The first GPG report for the Probation Service was published in December 2022 as required under the Gender Pay Gap Information Act. However, the methodological approach used in that report differed from that prescribed in the legislation which has now been used for this report<sup>3</sup>. Therefore comparisons cannot be drawn between the 2022 and the 2023 report. This 2023 report will provide the steady baseline for future tracking of the Probation Service's GPG.

### Key Findings from the Research

#### Work Profile 2023

- The headcount used in the analysis supplied by the NSSO was 430<sup>4</sup> employees.
- In the Probation Service 67% of all employees were female, with 33% of all employees being male.

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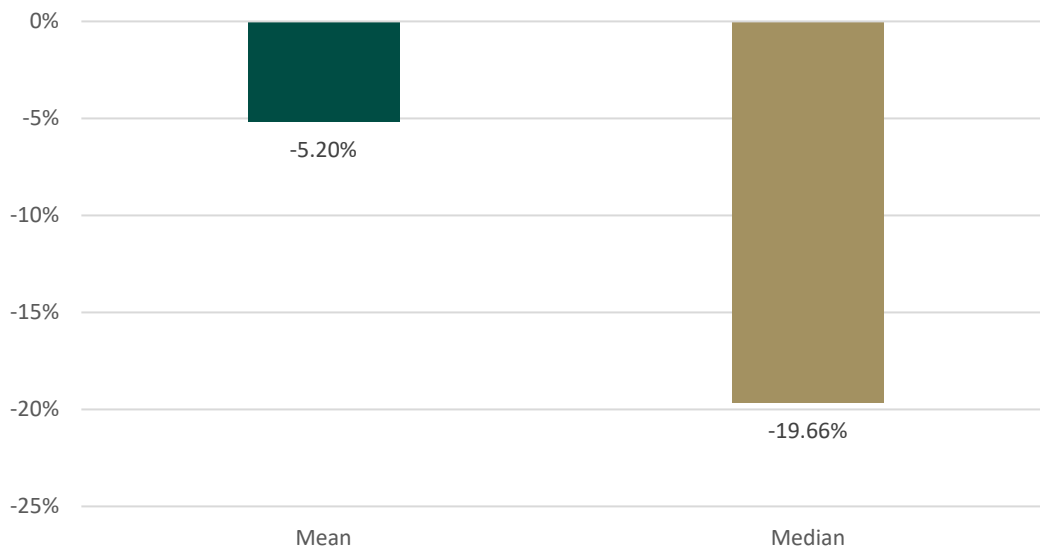
<sup>3</sup> For the 2023 GPG report, NSSO data was used for the first time, while in previous years Department HR data was used. This required that the data be cleaned due to data quality issues, such as data entry issues, missing information, outliers, blank records etc. and these were excluded from the analysis in previous years. The NSSO dataset is a richer dataset and any data quality issues can be corrected by the NSSO, thus less employees were lost in the cleaning process as in previous years.

<sup>4</sup> The figure of 430 is the total number of employees that got paid by the Probation Service during the reporting period in question and not the total number of employees employed by the Probation Service at any point in time. Thus the figure of 430 would include those individuals who no longer are employed by the Probation Service but would have received payment during the reporting period, thus they are included in the analysis as per the guidance set out in the Gender Pay Gap Information Act.

- Men were more likely to be working full-time in Probation Service with 90% of all male employees working full-time versus 85% of all female employees.

### Income and Gender Pay Gap

- The GPG is the difference in the average hourly wage of males and females across a workforce. It does not take into account any other factors (for example, years of service, grade or any period of statutory leave).
- **The GPG using the mean hourly rate for the reporting period was -5.20% in favour of female employees.**
- **The GPG using the median hourly rate was -19.66% in favour of female employees.**
- **The GPG using the mean hourly rate for part-time employees is -10.84% in favour of female employees and the median hourly rate is -40.27%.**
- Analysis by salary pay quartiles ranked from lowest to highest shows that the female employees constituted 72% of the upper hourly pay quartile with males at 28%. This means that of the top 25% of earners (based on hourly remuneration) 72% were female while 28% were male.



### Gender Pay Gap for Reporting Period using Mean and Median Hourly Rate

**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023.

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# 1. Introduction

## 1.1 The Probation Service

***The Probation Service protects the public and creates safer communities by helping offenders to desist from committing more crime. Its role is to ensure that court orders are implemented, to reduce risk of harm and of reoffending by supporting offender rehabilitation, and to make good the harm caused by crime.***

As a non-statutory body the Probation Service falls under the Gender Pay Gap Information Act 2021 and therefore the GPG for the organisation has been calculated and is detailed as per the regulations in this report for the year 2022-2023.

As a public sector organisation the pay rates and terms and conditions for the Probation Service employees are set centrally by the Department of Public Expenditure NDP Delivery and Reform (DPENDPDR) with the majority of recruitment being managed by the Public Appointments Service (PAS).

## 1.2 Gender Pay Gap Reporting

The Gender Pay Gap Information Act 2021<sup>5</sup> introduced the legislative basis for GPG reporting in Ireland. The Act requires organisations to report on their hourly GPG across a range of metrics including mean and median gender pay gap and quartiles. For this analysis the date chosen was the 1st of July 2022. The reporting period for the report is the 1<sup>st</sup> of July 2022 – 23<sup>rd</sup> of June 2023. This reporting period was selected as per the payroll pay cycles. The selected period allows the data to capture the complete yearly pay cycle for all employees no matter their pay schedules.

## 1.3 Objectives

The overall aim of this report is to provide an understanding of the pay gap between males and females within the Probation Service. The specific objectives of the report are:

- 1) To estimate the difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender.

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<sup>5</sup> <https://www.irishstatutebook.ie/eli/2021/act/20/enacted/en/print>

- 2) To estimate the difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender.
- 3) To estimate the difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender.
- 4) To estimate the difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender.
- 5) To estimate the respective percentages of all employees who fall within
  - the lower remuneration quartile pay band,
  - the lower middle remuneration quartile pay band,
  - the upper middle remuneration quartile pay band, or
  - the upper remuneration quartile pay band,who are of the male gender and who are of the female gender.

The first GPG report for the Probation Service was published in December 2022 as required under the Gender Pay Gap Information Act. However, the methodological approach in the first two reports differed from that prescribed in the legislation which has now been used for this report<sup>6</sup>. Therefore comparisons cannot be drawn between the 2018-2020, 2022 and the 2023 report. This 2023 report will provide the steady baseline for future tracking of the Department's GPG.

## 1.4 Report Overview

This paper is broken into the following sections:

**Section 1** – Introduction

**Section 2** – Methodology

**Section 3** – Organisation Profile of the Probation Services

**Section 4** – Gender Pay Gap for the Probation Service

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<sup>6</sup> For the 2023 GPG report, NSSO data was used for the first time, while in previous years Department HR data was used. This required that the data be cleaned due to data quality issues, such as data entry issues, missing information, outliers, blank records etc. and these were excluded from the analysis in previous years. The NSSO dataset is a richer dataset and any data quality issues can be corrected by the NSSO, thus less employees were lost in the cleaning process as in previous years.

**Section 5** – Conclusions

**Section 6** – Gender Pay Gap Measures

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## 2. Methodology

### 2.1 Introduction

This chapter outlines the methodology and assumptions used in the paper, explains the research approach, the data collected and the techniques used in analysing the data. The methodology used is based on the Gender Pay Gap Information Act 2021, Guidance Note for Employers on Reporting in 2022 published by DCEDIY<sup>7</sup>.

The GPG is the difference in the average hourly wage of males and females across a workforce. The GPG is usually represented as the average difference in gross hourly earnings of males and of females, expressed as a percentage of male's average gross hourly earnings. A GPG which is positive indicates that, on average across the employed population, females are in a less favourable position than males. Where the GPG is negative, this indicates the reverse that, on average, males are in a less favourable position than females financially.

The GPG is not only about equal pay for equal work or work of equal value, which is required under the Employment Equality Acts, but about gender representation. Even if an employer has an effective equal pay policy, it could still have a GPG if, for example, the majority of females are employed in lower-paid jobs<sup>8</sup>.

Many factors can contribute to the existence of a GPG. These include differences between males and females in educational attainment and qualifications, occupations, career progression, prevalence of full-time and part-time working, and responsibility for caring roles etc.

In 2022, the GPG in Ireland was 9.6% in favour of males reported by CSO<sup>9</sup>. One of the reasons this is important is that, over a lifetime, inequalities between male and female salaries can have a significant impact on women's earnings and pensions<sup>10</sup>.

The Gender Pay Gap Information Act 2021 specified that the GPG should be reported under the following criteria:

- **Quartiles** - Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees and the proportions of male and female employees in each quartile were calculated.
- **Mean Hourly GPG** - The mean hourly rate of pay for male and female employees was calculated, then the GPG in terms of the mean hourly rate of pay of all employees was

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<sup>7</sup> <https://www.gov.ie/en/publication/1abe5-how-to-calculate-the-gender-pay-gap-metrics-guidance-note/>

<sup>8</sup> Gender Pay Gap Information Reporting Information for Employers <https://assets.gov.ie/223360/3a687727-088c-486f-8160-2bd347b802ba.pdf>

<sup>9</sup> [Gender Pay Gap - CSO - Central Statistics Office](#)

<sup>10</sup> *ibid*

then calculated. The same process was carried out for male and female part-time employees and male and female temporary employees.

- **Median Hourly GPG** - The median hourly rate of pay for male and female employees was calculated, then the GPG in terms of the median hourly rate of pay of all employees was then calculated. The same process was carried out for male and female part-time employees and male and female temporary employees.

Before any analysis was undertaken the dataset was examined to check for missing data and outliers. Refer to 2.2 below for an explanation of the methodology used.

## 2.2 Methodology for Combining and Cleaning Data

The data used in the analysis for this report was accessed from the National Shared Services Office (NSSO) who is an Irish Shared Service provider for Human Resources, payroll administration and finance services for Government Departments and Public Service Bodies (PSBs). As outlined above, the reporting period is the 1<sup>st</sup> of July 2022 until the 23<sup>rd</sup> of June 2023.

Once combined and cleaned the final datasets used for the analysis contained 430 for the Probation Service.

The salary data refers to all Probation Service employees who were on the payroll for the reporting period 1<sup>st</sup> of July 2022 to 23<sup>rd</sup> of June 2023. A potential limitation is outlined below;

- The hourly rate is calculated using the total earnings of the employees, and might not be representative of the current pay scale of the employee as it is based on their total earnings during the reporting period as required by the legislation.

## 2.3 Mean and Median Calculations

The Gender Pay Gap Information Act 2021 requires that the GPG is reported using both the mean and median hourly rate. **The mean** is the result when a sum of values is divided by the number of values (essentially the average) and **the median** is the middle value when a set of values are ordered from lowest to highest. For example, in this sequence: 2, 5, 11, 18, 30 the median would be 11. If there are two middle values then it is the mean of these two values. The mean measure of central tendency is the most commonly used and therefore has its advantages when comparing results against other assessments of the GPG. The up side of using the mean measure is that it provides a summary statistic that considers the earnings of every worker, it takes into consideration the whole of the earnings distribution. The downside is that earnings at the extreme, be that high or low, impact the value of the mean.

The median on the other hand is less affected by those values at the extreme i.e. a small number of high or low earners. Its downsides are that the median value is affected by the number of low earners and high earners as this would affect the middle value of the distribution.

## 2.4 Steps in Calculating the Gender Pay Gap

### **Step 1 – Ordinary Hourly Pay Calculated**

For each person employed in the Probation Service, their total ordinary pay was calculated along with their total hours worked out for the reporting period. Then their hourly remuneration was calculated. Employees were broken down into full-time and part-time employees. The mean hourly earnings are calculated using the mean average formula provided below. This approach aligns with 'Method 2' in the guidance note provided by DCEDIY<sup>11</sup>.

**Total Ordinary Pay** = Ordinary Pay + Overtime + Allowances

**Total Hours Worked** = Ordinary Pay Hours + Overtime Hours

**Hourly Ordinary Pay** = Total Ordinary Pay / Total Hours Worked

**Mean Hourly Earnings:** Sum of all hourly earnings / Total number of employees

All pay related information was adjusted by the NSSO reporting system to reflect changes in grades or points in scales as well as any back pay received by the employees to accurately represent their total ordinary pay and hourly rates.

Ordinary pay is defined as pay before deductions at source, for example income tax is taken into account.

Ordinary pay includes:

- the normal salary paid to the employee;
- allowances\*;
- any overtime payments;
- shift premium pay;
- pay for sick leave;
- any salary top-ups for statutory leaves like maternity leave/paternity leave/parent's leave;

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<sup>11</sup> ibid



- pay for gardening leave.

**Notes:**

\*Allowances includes payments for additional duties; related to location; for the purchase, lease or maintenance of a vehicle or other item; and, for the recruitment or retention of an employee.

For the purposes of calculating hourly pay, redundancy payments were discounted. Reimbursement for expenses, such as travel and subsistence were also discounted<sup>12</sup>.

**Step 2 – Mean and Median GPG Calculated**

The hourly rate calculated in Step 1 above is used for the calculation of the mean and median GPG figures.

The difference between the mean / median hourly remuneration of relevant males employees and that of relevant female employees must be expressed as a percentage of the mean / median hourly remuneration of relevant male employees and is to be determined as follows;

$$\frac{A - B}{A} * 100$$

Where:

A is the mean / median hourly remuneration of all relevant employees of the male gender; and  
B is the mean / median hourly remuneration of all relevant employees of the female gender.

**Step 3 – Analysis of hourly remuneration by quartile**

The proportions of relevant male and female employees in the lower, lower middle, upper middle and upper quartile pay bands was determined as follows.

- 1) Determine the hourly remuneration for each relevant male and female employee and then rank those employees in order from lowest paid to highest paid.
- 2) Divide the employees, when ranked by pay from lowest to highest, into four sections, each comprising (so far as possible) an equal number of employees, to determine the lower, lower middle, upper middle and upper quartile pay bands.
- 3) The proportion of relevant male employees within each quartile pay band must be expressed as a percentage of the relevant employees within that band as follows;

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<sup>12</sup> <https://www.gov.ie/en/publication/1abe5-how-to-calculate-the-gender-pay-gap-metrics-guidance-note/#>

$$\left(\frac{B}{A}\right) * 100$$

Where;

A is the number of relevant employees in a quartile pay band; and

B is the number of relevant employees of the male gender in that quartile pay band.

- 4) The proportion of relevant female employees within each quartile pay band is then expressed as a percentage of the relevant employees within that band as follows;

$$\left(\frac{B}{A}\right) * 100$$

Where;

A is the number of relevant employees in a quartile pay band; and

B is the number of relevant employees of the female gender in that quartile pay band.

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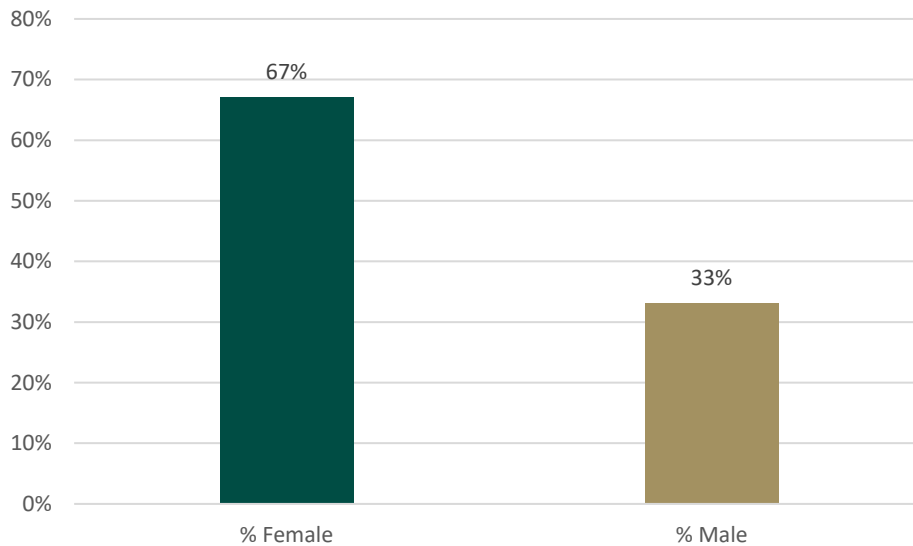
## 3. Organisation Profile - The Probation Service

This section provides analysis on the makeup of employees in the Probation Service upon which the GPG calculations have been based. It includes a breakdown of employees by gender, grade, age, part-time status and leave availed off during reporting periods. This is important to help understand the context for the GPG which is reported in chapter 4.

### 3.1 Employee Summary

There were 430<sup>13</sup> employees in the Probation Service who received pay for the reporting period in question following the data cleaning process. When looking at employees in the Probation Service approximately 67% were females with males at 33% as shown in Figure 1 below.

**Figure 1: Employees by Gender**



**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023.

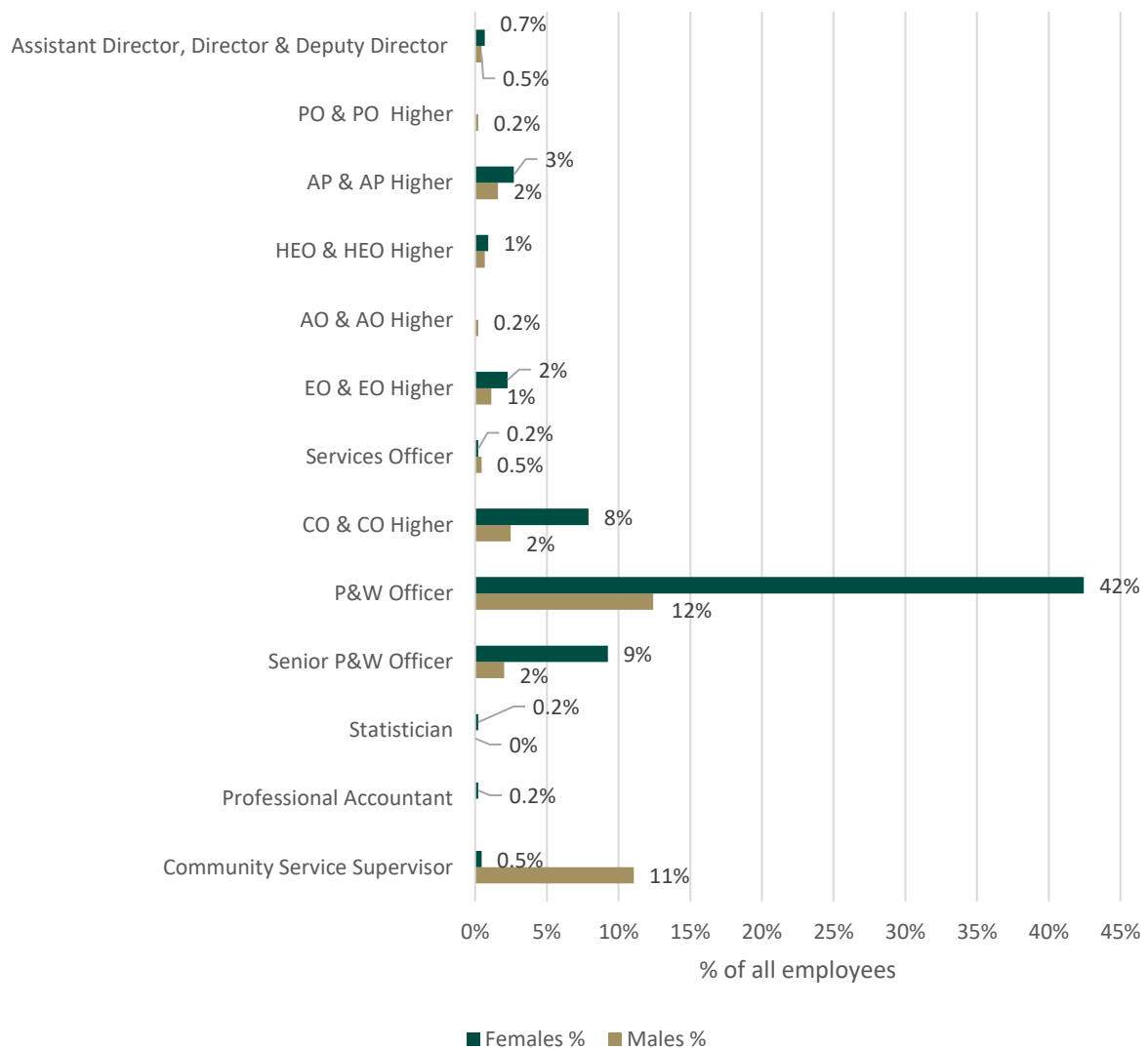
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<sup>13</sup> The figure of 430 is the total number of employees that got paid by the Probation Service during the reporting period in question and not the total number of employees employed by the Probation Service at any point in time. Thus the figure of 430 would include those individuals who no longer are employed by the Probation Service but would have received payment during the reporting period, thus they are included in the analysis as per the guidance set out in the Gender Pay Gap Information Act.

### 3.2 Grade Breakdown

Figure 2 below shows the percentage breakdown of employees in the Probation Service by grade. Approximately 55% of all employees were Probation and Welfare Officers. The majority of the rest of the population is in the grades Community & Service Supervisor (11.5%), Senior Probation and Welfare Officer (11%) and CO and CO Higher (10%).

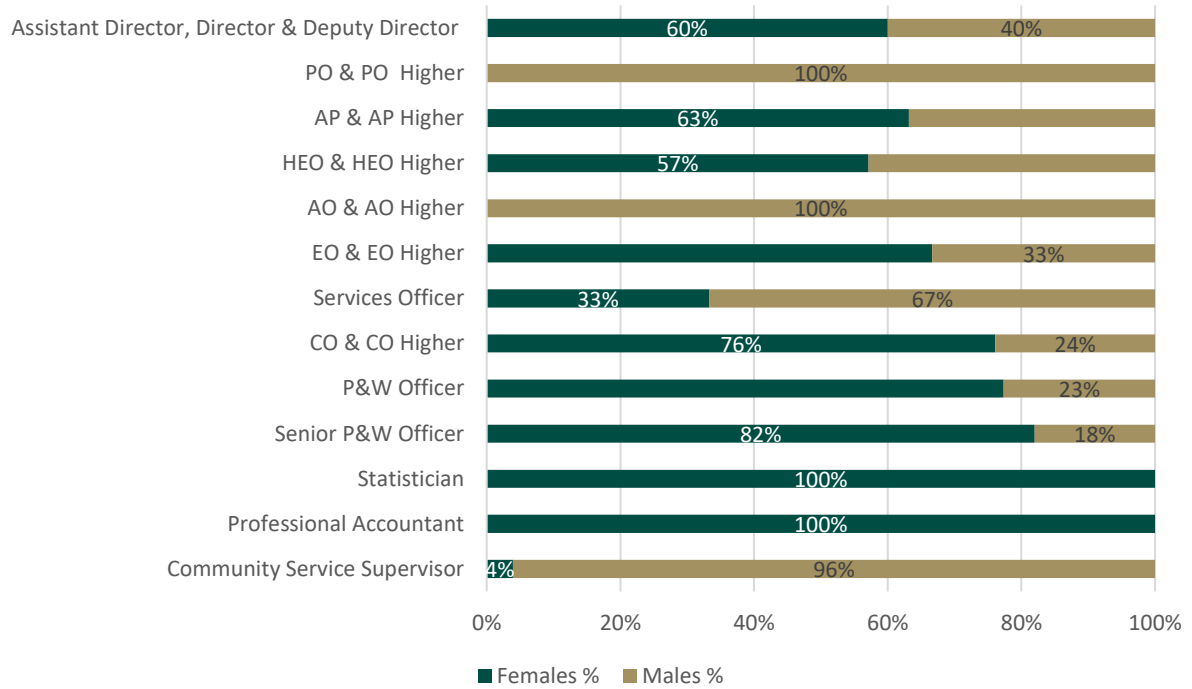
**Figure 2: Breakdown of Employees by Grade & Gender**



**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023.

Figure 3 below shows the breakdown of grades by gender, males outnumbered females in the grades Community & Service Supervisor, PO & PO Higher, AO & AO Higher and Services Officer.

**Figure 3: Breakdown of Grades by Gender**

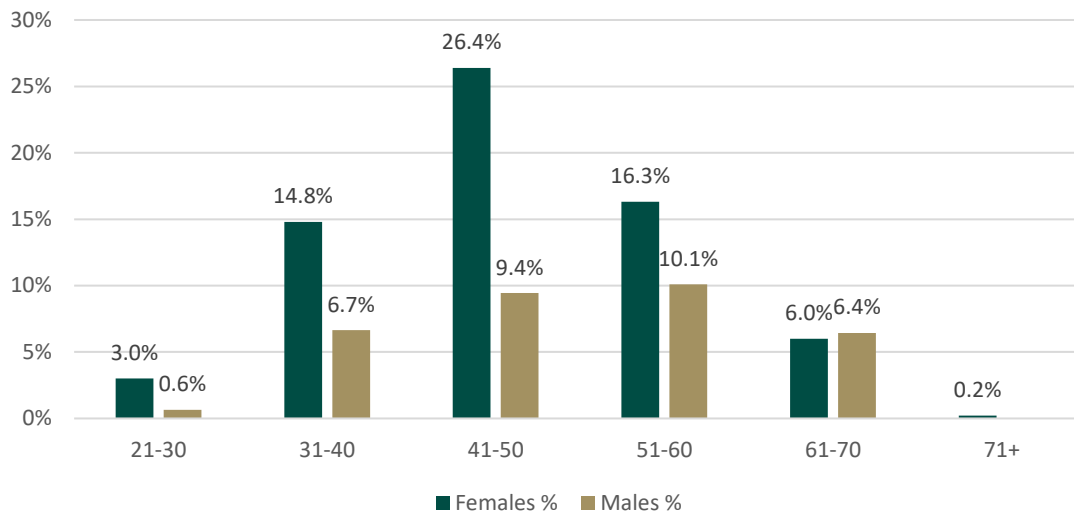


**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023

### 3.3 Age of Employees

Overall, when looking at the age profiles, males had a lower age profile than females. Amongst Probation Service employees females outnumbered males in most age categories with the exception of the 61 to 70 age group. The majority of the employees belong to the age groups 31 to 40 (21.5%), 41 to 50 (36%) and 51 to 60 (26%).

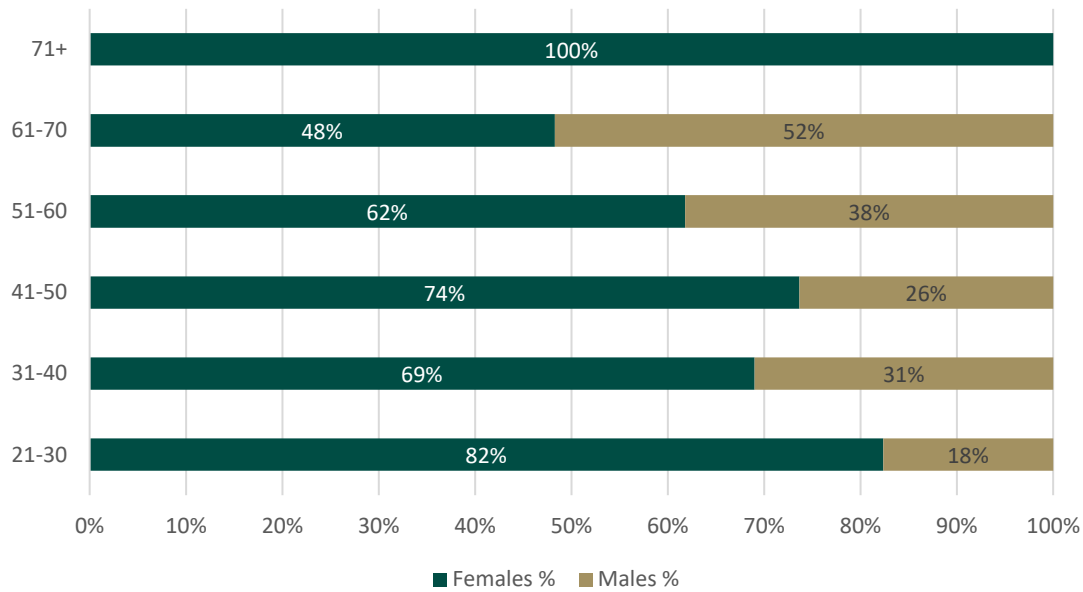
**Figure 4: Probation Service Employees by Gender and Age group**



**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023.

The percentage share females had for each age group is shown in Figure 5 below. Females outnumbered males in all but one age category with the smallest female majority being in the 61 to 70 years (48% female) and the next being the 51 to 60 age group (62% female). The largest percentage difference is in the 21 to 30 age group where 82% of employees are female and the 41 to 50 age group where females have nearly 74% share.

**Figure 5: Breakdown of Age by Gender**



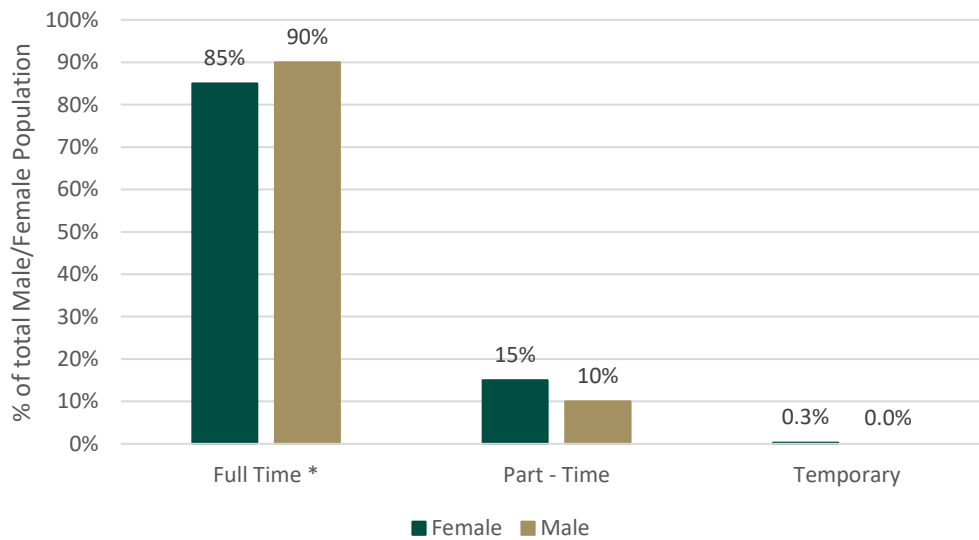
**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023.

### 3.4 Part-Time Status

The FTE status shown in Figure 6 below is based on the individuals work schedule. For this analysis anyone whose FTE status was less than one (i.e. working less than 5 days a week) was classified as working part-time. Part-time does not include anyone who is on or has taken unpaid leave during the reporting period for example parental leave. Overall, 87% of all employees were working under a full-time status.

As seen in Figure 6 more females than males worked part-time. 10% of all male employees and 15% of all female employees worked part-time during the reporting period.

**Figure 6: Percentage of Males and Females by FTE Status**

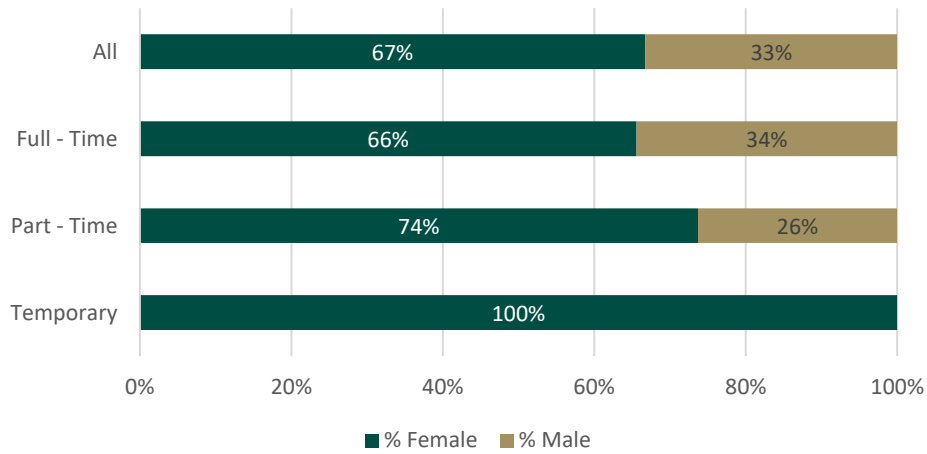


**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023



As shown in Figure 7 below females made up 74% of employees working part- time and 66% of employees working full-time during the reporting period.

**Figure 7: Percentage Share of Male and Females by FTE Status**

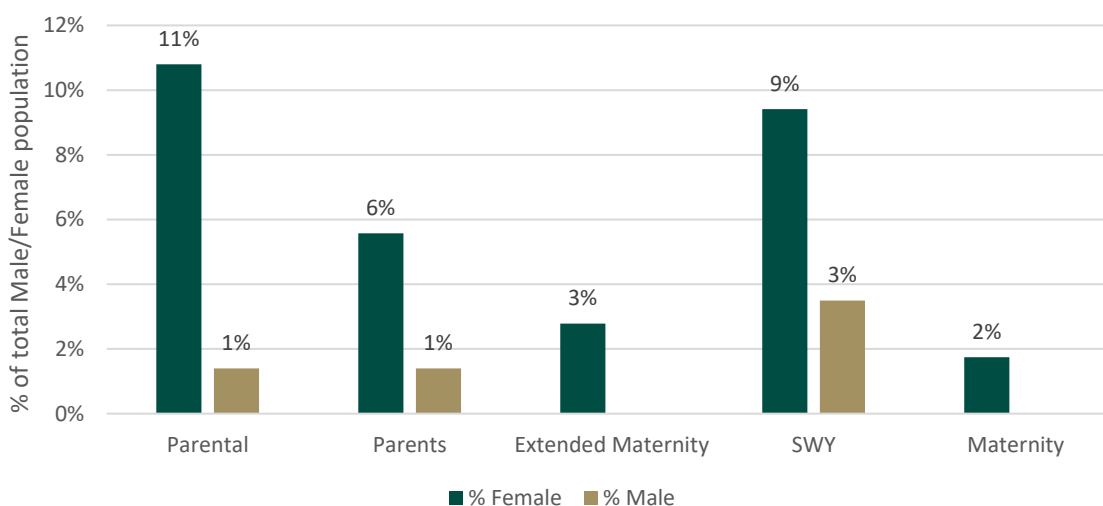


**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023

### 3.5 Leave

There are various types of leave available for civil servants, for the purpose of this report parental leave<sup>14</sup>, parents leave<sup>15</sup>, shorter working year (SWY)<sup>16</sup>, maternity<sup>17</sup> and extended maternity leave. Females were more likely to avail of the ranges of leaves available. During the reporting period 12% of all Probation Services employees availed of SWY arrangements during the reporting period with a breakdown of 9% of female employees and 3% of male employees. During the reporting period 11% of female employees and 1% of male employees availed of unpaid parental leave.

**Figure 8: Percentage Share of leave**



**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023.

<sup>14</sup> Parental leave provides unpaid time off work to care for a child or arrange for the child's welfare. As of 1 September 2020, the entitlement is 130 days (26 weeks).

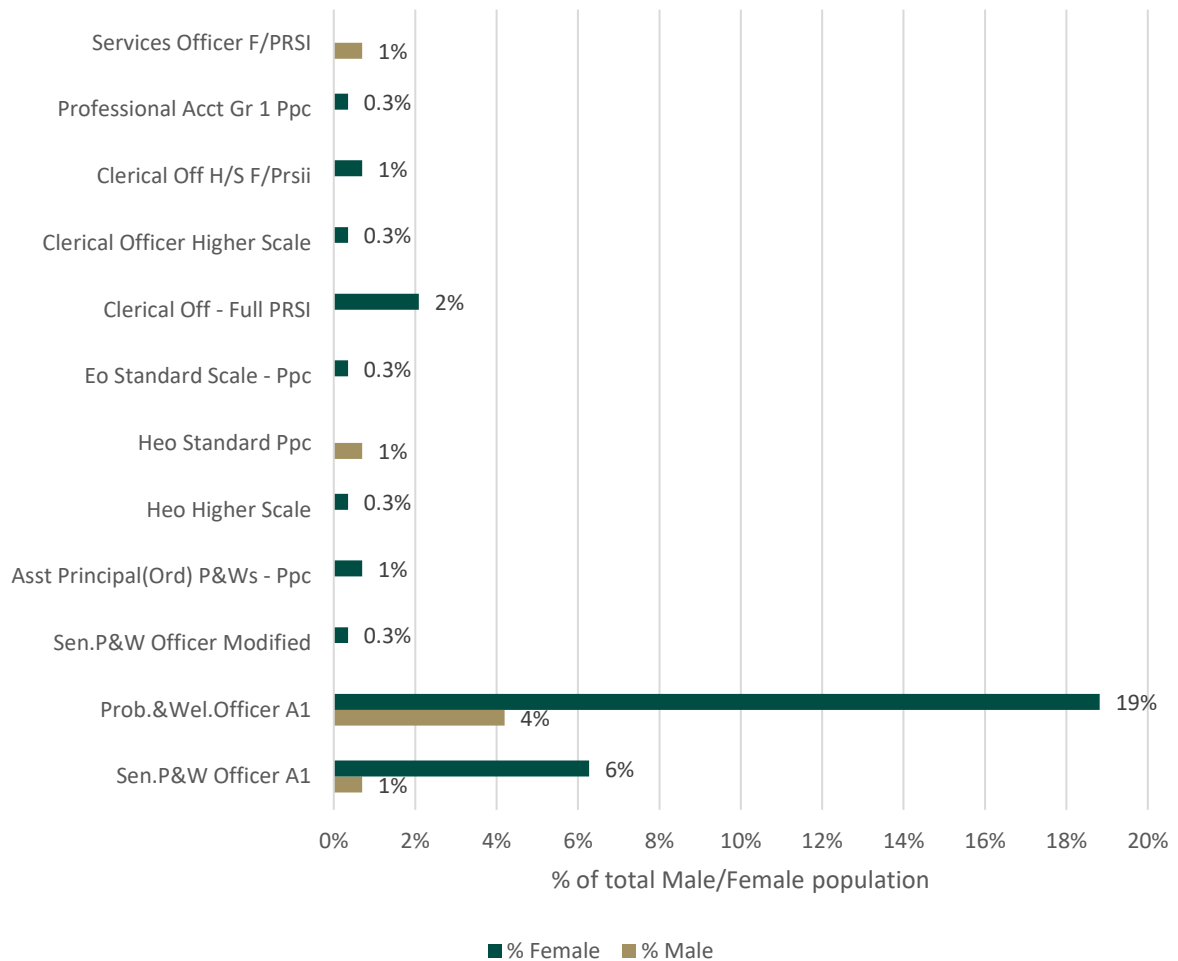
<sup>15</sup> Parent's leave provides time off work for care of children during their first two years. The entitlement is 7 weeks as of July 2022. During this time parents benefit can be applied for from the Department of Social Protection.

<sup>16</sup> The Shorter Working Year Scheme allows Civil Servants to take up to 13 weeks unpaid leave per year to balance work and outside commitments including childcare. The leave may be taken as one continuous period, or as a maximum of 3 separate periods. Those who are unpaid for the weeks they are not working are included for this analysis whilst those who have pro-rated their pay are not included.

<sup>17</sup> Maternity leave is 26 weeks of paid leave with an option to take 16 weeks of unpaid maternity leave starting directly after the paid maternity leave period.

Nearly a quarter of female senior and standard probation and welfare officers availed off some form of leave during the reporting period, compared to 5% of male senior and standard probation and welfare officers as shown in Figure 9 below.

**Figure 9: Percentage Share of Leave Groups by Gender and Grade**



**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023.

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## 4. Gender Pay Gap – The Probation Service

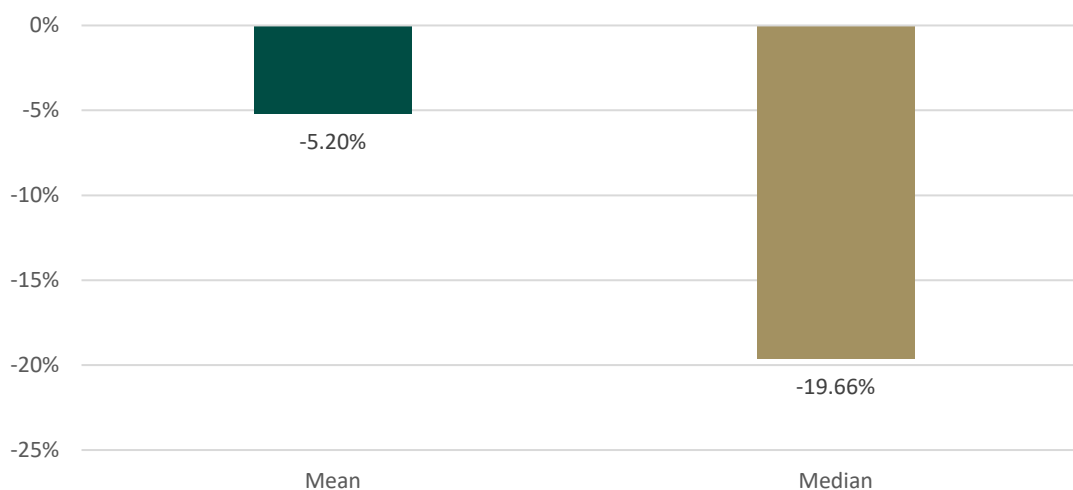
This section reports the GPG for the Probation Service using the mean hourly rates for males and females and the median hourly rates for males and females. For each person employed in the Probation Service, included in the clean data file, their total ordinary pay was calculated along with each person's total hours which were recorded as worked for the reporting period. Then their hourly remuneration was calculated. Employees were broken down into full-time and part-time employees. Also percentages of all employees who fall within each quartile pay band is reported on.

Using the formula outlined in section 2, the GPG for Probation Service staff for the reporting period using the mean hourly rate calculated as such is:

$$(\text{€}32.87 - \text{€}34.58) / \text{€}32.87 = -5.20\%$$

As can be seen from Figure 10 below the overall GPG using the mean hourly rate was -5.20%. The GPG was -19.66% when the median hourly rate is used.

**Figure 10: GPG for the Probation Service using Mean and Median Hourly Rates (all employees)**

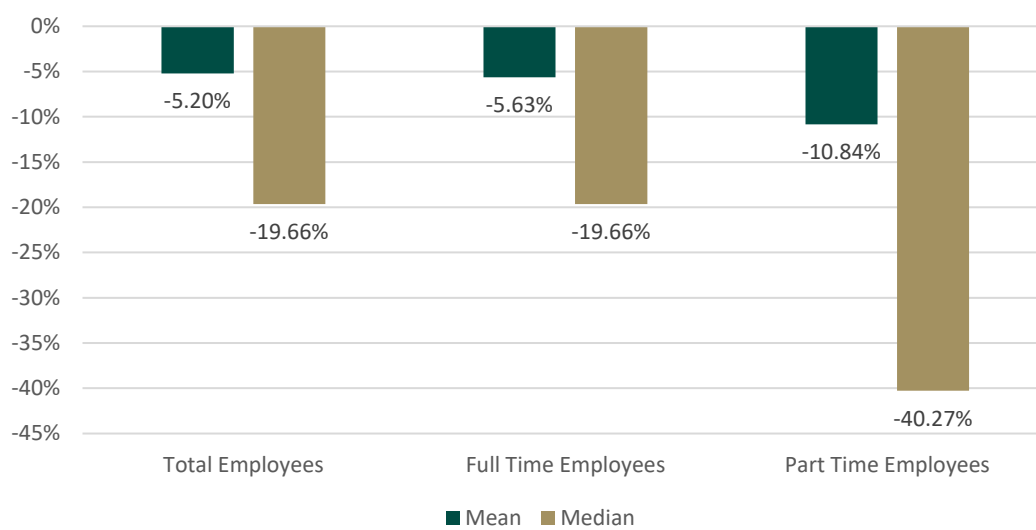


**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023.

### GPG for full-time, part-time employees

As can be seen from Figure 11 below, the GPG was at its largest for part-time employees using the mean hourly rate. This means that part-time female employees earned 10.84% an hour more than their male counter parts. For full-time employees, female employees earned 5.63% more than their male counter parts using the mean hourly rate. The higher gender pay gap for part-time employees is due to the large population of females in the part time cohort (73% Female) and that they also populate the majority at higher end of the scales and grades.

**Figure 11: GPG for the Full-time and Part-time Employees using Mean and Median Hourly Rates**

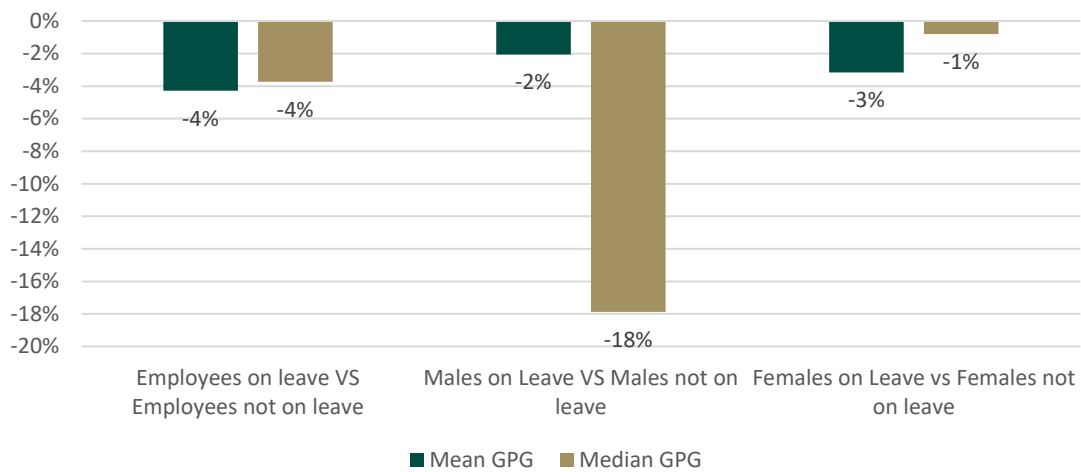


**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023.

### GPG for employees availing of certain leave arrangements

Figure 12 below shows the mean and median GPG for Probation Service staff who had taken leave during the reporting period. Overall, employees who availed of leave during the reporting period appear to be earning more than their non-availing counterparts. This is a result of the large female population that undertook leave over the reporting period.

**Figure 12: GPG for Employees Taking Leave using Mean and Median Hourly Rates**

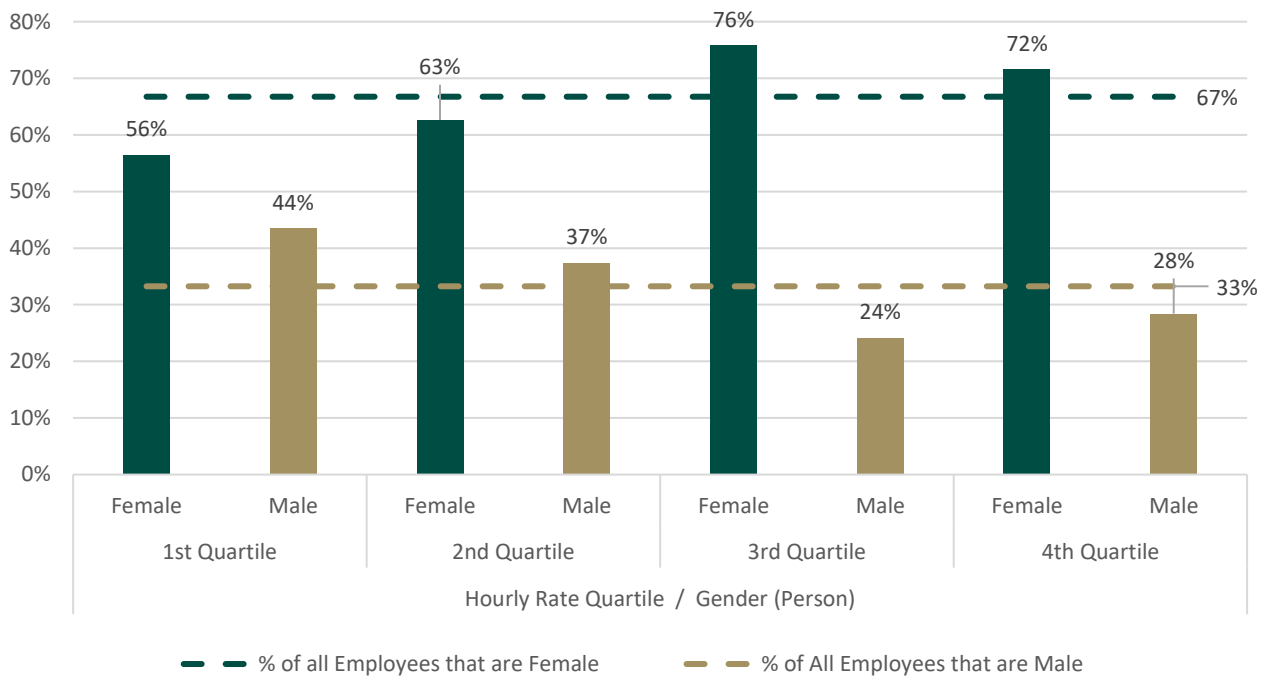


**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023.

### Salary pay quartiles

The four quartiles for all employees are presented in Figure 13 below. The hourly rate of all the Probation Service employees, included in the clean data set, was ranked from lowest to highest, and then grouped into four quartiles with the lower quartile being the bottom 25% of hourly wage rates and the upper quartile being the top 25% of hourly wage rates. Once each quartile had been established, the percentage of males and females in each was calculated. Figure 13 below shows the percentage of employees in each of the quartile pay band. The lower quartile is made up of 56% females and 44% males. Females constituted 72% of the upper quartile with males at 28%. This means that of the top 25% of mean hourly wage rates for the Probation Service, 72% were female while 28% were male.

**Figure 13: Percentages of Employees in each Quartile Pay Band**



**Source:** IGEES Unit, DoJ based on NSSO data for the period July 1st 2022 - June 23rd 2023.

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## 5. Conclusions

The mean and median GPG for the Probation Service is -5.20% and -19.66%. The GPG in the Probation Service is significantly lower than the latest available GPG figure for the Republic of Ireland which stood at 9.6% in favour of males as reported by CSO<sup>18</sup> and the latest E.U average of 12.7% in 2021<sup>19</sup>. While this GPG calculation does not explore the factors which can affect the differences in earnings between males and females, inferences can be drawn from the demographics and employee composition.

- **Grade disposition:** In the Probation Service females are well represented within the upper pay quartile. 67% of all employees were females and females make up 72% of the upper pay quartile. In addition a lower proportion of females are present in the lower pay quartile, with 56% being female. This is likely to be a reason for the GPG seen for the Probation Service.
- **Leave:** The proportion of males and females that availed of some type of leave in the Probation Service appears to be higher for females than for males. This tendency creates a difference in earnings among males and females as it alters their work patterns. In the Probation Services those that availed of leave earned more than their co-workers who do not avail of such leave.

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<sup>18</sup> [Gender Pay Gap - CSO - Central Statistics Office](#)

<sup>19</sup> [The gender pay gap situation in the EU \(europa.eu\)](#)



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## 6. Gender Equality Measures

The below outlines the Probation Services response to the Gender Pay Gap which has been detailed within this report.

### 6.1 Data Analysis and Qualitative Research

The pay rates and terms and conditions for civil servants are set centrally by DPENDPDR. This provides for a level of governance and transparency on matters related to pay but also means that no Department or its agencies has autonomy to change the terms and conditions of its staff. While the Probation Services unadjusted Gender Pay Gap is low at -5.20% when using the mean hourly rate and -19.66% when using the median hourly rate, the Probation Service is fully committed to continuing to develop and iterate our robust policies and supports, and ensure they are promoted, understood and operating effectively.

### 6.2 Inclusive Work Place Culture

While the Gender Pay Gap sets out useful quantitative statistics regarding female employees in the Probation Service, it does not provide a qualitative narrative of individual experiences of employment nor does it fully capture how gender intersects with other personal characteristics/identities.

As a non-Statutory Agency of the Department of Justice, the Probation Service abides by the Departments inclusive workplace strategies. The Department launched its first Equality, Diversity and Inclusion (EDI) strategy in March 2022, aligned to our vision of a Safe, Fair and Inclusive Ireland. The Strategy aims to strengthen the Department's capabilities to promote equality, embrace diversity and foster inclusion, not only in our daily interactions and activities as colleagues, but also in the design & delivery of the services that we provide to the public. The EDI Strategy is accompanied by an action plan which prioritises three areas of focus for strategic impact:

- achieve better policy outcomes and improve the accessibility and quality of our services;
- support the development of a skilled and diverse workforce which is reflective of the diversity within our population / country ;
- build and embed a workplace culture which facilitates, supports and encourages contributions from all.

## 6.3 Recruitment, Retention and Progression

**Recruitment:** The majority of recruitment for the Probation Service is conducted by the Public Appointments Service (PAS), the centralised provider of recruitment, assessment and selection services across the Civil and Public Service. The PAS statement of strategy NUA 2020-2023 outlines actions aimed at attracting a more diverse candidate pool through targeted marketing and communication strategy as well as implementing demonstrably fair, transparent and accessible routes to recruitment. In addition actions in the PAS Equality, Diversity and Inclusion Strategy 2021 2023 include incorporating an EDI element in training to ensure that all recruitment decision makers are informed by knowledge and experience of EDI as well as establishing and training a diverse pool of people with EDI expertise that can be drawn on to participate and act effectively on interview boards. The Department has also changed some of its internal practices to permit reduced work patterns for staff that are newly promoted.

**Retention:**

The Probation Service will continue to implement measures to ensure it remains an attractive place to work by highlighting the meaningful and impactful work we undertake, the variety of roles and opportunities available to our staff/talent pool, the learning and development opportunities afforded to us combined with our strong commitment to be a more welcoming and inclusive organisation demonstrated through our organisational values and EDI strategy objectives.

**Progression:**

The Probation Service will engage with staff on experiences in the workplace including about decisions on whether to seek out or avail of work opportunities, including competition opportunities for higher positions, or if not the reasons why. This will inform possible measures to address any issues identified and which could support and encourage decisions that could further their development and employment goals, including career progression goals.

## 6.4 Flexible Working

Based on the uptake of various types of leave, our data shows females are more likely to have dependants than males, which is likely to have led to them taking more leave beyond statutory annual leave (e.g. maternity leave). Traditionally remote and flexible working was seen to have specific benefits for different groups of workers, including carers, parents and people with disabilities. It allows them to manage their time and energy more flexibly and can play an important role in ensuring individuals access and remain in work. Overall the Civil Service has a good track record in flexible working practices and post pandemic hybrid/blended working is now a key part of a suite of flexible working measures such as parental leave, shorter working year (SWY) and part time hours.

The Probation Service launched Blended Working applications in mid-2022. Employees in the Service can avail of either one or two days a week working from home, dependent on their role in the Service/. The majority of the staff work in client facing roles where face to face contact with clients is a core aspect of the services being delivered. This can restrict the flexibility to offer staff additional days working from home. In early 2024, the Probation Service will undertake a review of its Blended Working Policy.

The review will provide the opportunity to reflect after 18 months of operation of the Blended Working Policy, take on board experience and insights, consider what has worked and any improvements or changes that are required in ensuring the policy continues to operate effectively.

