Oifig an Ard-Aighne
Office of the Attorney General

Gender Pay Gap Report
Office of the Attorney General
2024

Introduction

The Office of the Attorney General recognises that to pursue its mission of providing the highest standard of professional legal services to Government, Departments and Offices as economically and efficiently as possible and to support adherence to the rule of law, it needs to reflect the changing composition of Irish society. Our vision is "to inspire excellence in our people, be at the forefront of legal developments and deliver an unrivalled service to our clients". This is why we place a high priority on the data underpinning the Gender Pay Gap reporting and using it to help inform our recruitment, promotion, learning and development and diversity and inclusion policies.

The Gender Pay Gap Information Act 2021, introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to report on their hourly gender pay gap across a range of metrics. From 2024, the mandatory Gender Pay Gap reporting legislation requires employers with 150 or more employees to assess and communicate information in relation to the Gender Pay Gap (GPG) within their organisations.

This is the first Gender Pay Gap Report published by the Office of the Attorney General. For the purposes of this 2024 GPG report, the employee data used to calculate the differences for men and women across the Office was taken on the "snapshot" date of 23rd June 2024. Our reporting period covers from July 2023 to June 2024. The average number of employees employed in the Office of the Attorney General during this period was 151.

The reporting period is the 12-month period immediately preceding and including the snapshot date.

For 2024, the Office's gender pay gap is 5.48% in favour of male employees. This means that the average hourly rate of pay for male employees was 5.48% higher than the average hourly rate for female employees during the relevant period. This also includes allowances paid during this time.

Overview of the Gender Pay Gap Report

For the reporting period up to 23 June 2024, for employees on the Office of the Attorney General's payroll, the following are our Gender Pay Gap statistics.

Mean Gender Pay Gap

Based on the mean (average) hourly pay rate for male and female employees in the relevant period, our mean gender pay gap is 5.48% in favour of male employees.

Median Gender Pay Gap

Based on the median (middle) hourly rate for male and female employees in the relevant pay period, our median gender pay gap is 0.31% in favour of male employees.

Mean Part-time Gender Pay Gap

Our mean hourly gender pay gap for part-time employees is 27.5% in favour of male employees. This means that for all employees less-than 1 Full-Time Equivalent (FTE), the average female employee received 27.5% less than male employees.

Median Part-time Gender Pay Gap

Our median (middle) hourly gender pay gap for part-time employees, in the relevant pay period is 23.8% in favour of male employees.

Temporary Contract Gender Pay Gap

For the purposes of this report, the Office has no staff on temporary contract.

Bonus Pay

No bonus payments were made to staff during the reporting period.

Benefits in Kind

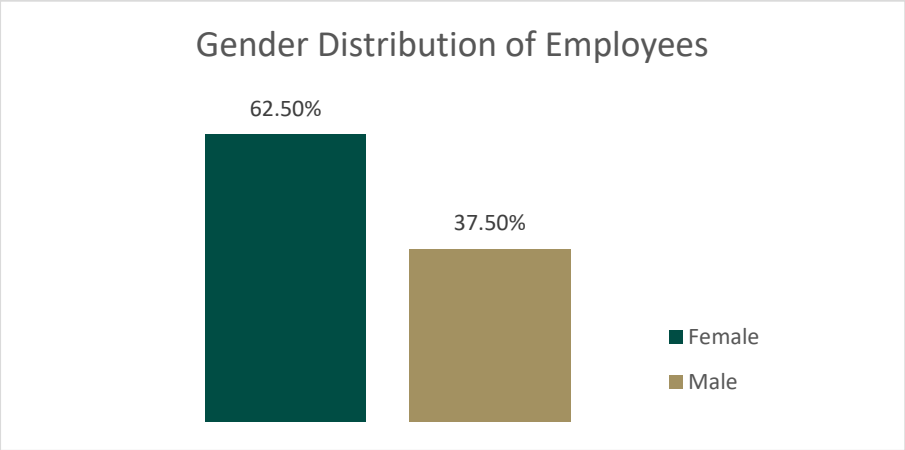
No benefits in kind were received by staff in the reporting period.

Profile of the AGO

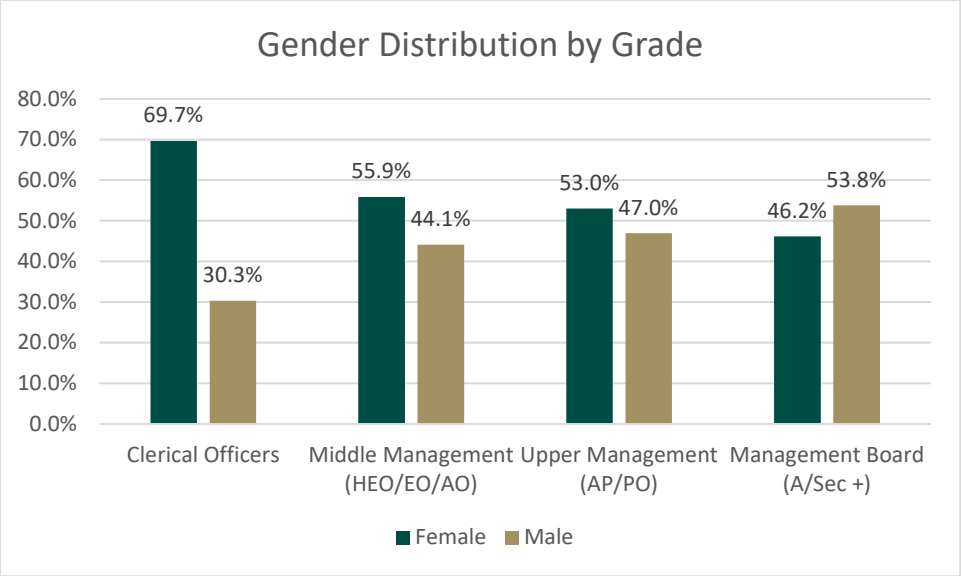
The Office primarily employs legal professionals who work as Advisory Counsel and Parliamentary Counsel. It also has a Corporate Services Unit, staffed by general service grades, who provide administrative support to assist the delivery of services by the Office. The professional grades make up approximately 55% of the total number of employees within the Office and the general service grades make up approximately 45% of total employees. The total number of employees, employed at senior management grades, Assistant Principal Office Level and above is 65%. At this Level, 57% of employees are female and 43% are male.

Gender Profile 2024

A breakdown of employees by gender is provided below. Their employment status is determined by reference to Section 2 of the Employment Equality Act 1998. The Office's current gender distribution is 62.50% female and 37.50% male.

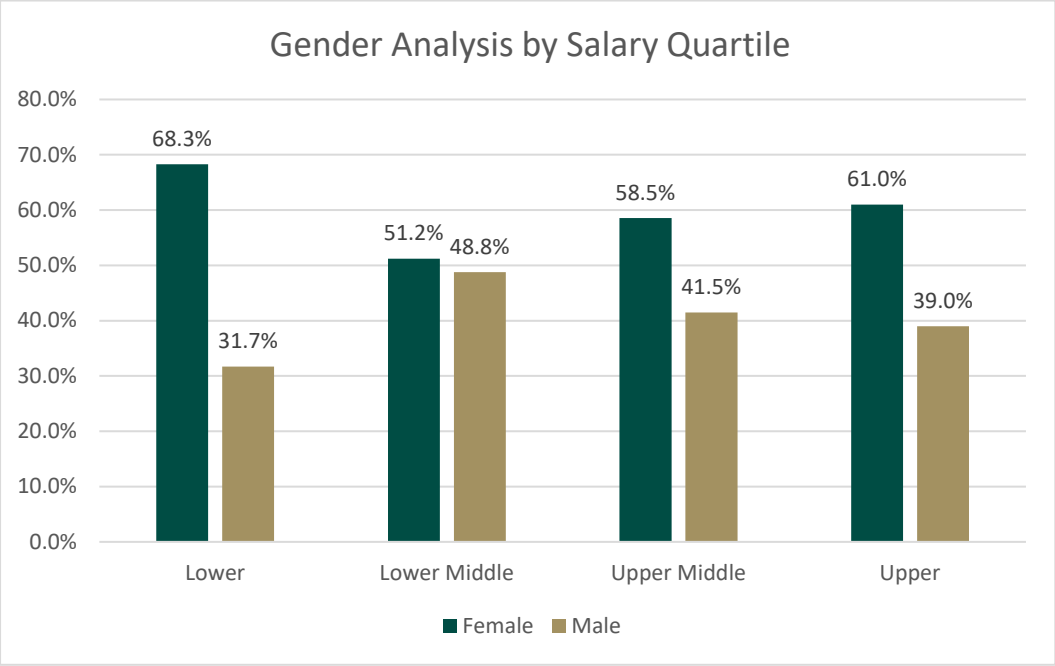


Gender Distribution by Grade in the Office of the Attorney General



Salary Pay Quartiles

The table below divides employees in the organisation into four equal quartiles based on the hourly rates paid to employees (this is not grade specific as pay may also include overtime and/or allowances) over the period ranked from lowest to highest.



Gender Pay Gap Statement

The Office of the Attorney General's Pay Gap is 5.48% in favour of male employees.

Remuneration in the Office is set in line with Civil Service pay scales applied to men and women in accordance with relevant grades, incremental points relating to service and allowances specific to a small number of grades.

One of the factors influencing our GPG is the over-representation of female staff at the entry level grade of Clerical Officer Level and the next most senior grade that of Executive Officer. This is reflected in the fact that females make up the highest percentage of employees in the lower and middle remuneration quartile.

The majority of staff working on a part-time basis are female. In the reporting period, of the 38 employees working part-time, 92% percent are female and 8% are male.

The Office has a higher percentage of females in the upper middle and upper salary quartiles. In the lower middle, the Office has an almost equal percentage of male and female employees.

Actions to address the GPG in the Office of the Attorney General

The Office of the Attorney General is committed to continuous review of our actions to improve gender equality. Some of the initiatives we have put in place are outlined below.

Learning and Development Initiatives

- The Office supports all employees in their learning and development. In 2023, a standalone Learning and Development Unit was set up in the organisation. The Unit has responsibility for facilitating and enabling staff to acquire the knowledge and expertise to enable them to deliver on the objectives set out in the Office's Statement of Strategy and to support their careers.
- The Office also has a Mentoring Programme in which employees at all levels are encouraged to participate as both mentors and mentees. This programme is designed to support employees in their careers.
- The Office is conscious of the fact that the majority of employees in the entry grade of Clerical Officer are women. In 2025 it will specifically look at training and development interventions for this grade.

Development of Equality, Diversity and Inclusion Initiatives

- Our new Learning and Development Unit is also responsible for the Office's equality, diversity and inclusion initiatives. In 2023, the Office set up an EDI Committee and it is expected that an Equality Diversity and Inclusion Strategy will be developed in 2024. A number of events were organised by the Committee in 2023 and 2024. In addition, the focus of the Office's Away Day which was held in November 2024, was "Equality, Diversity and Inclusion – Obligations, Obstacles & Opportunities".

Monitoring Fairness and Transparency in Recruitment and Promotion Practices

- Open recruitment to the Office of the Attorney General's Office is conducted by publicjobs. They are the centralised provider of recruitment services to the Civil Service. They provide an independent and merit-based selection process on behalf of the Office. They are committed to the recruitment of a diverse, highly talented and committed workforce, one that reflects the diversity of the society that it serves.

- All internal promotional competitions comply with the Commission for Public Service Appointments (CPSA) Codes of Practice and are overseen by the HR Unit. The Office ensures that there is balanced gender representation on all internal Selection and Interview Boards. All interviewers are provided with training, which highlights amongst other things, their obligations under the Equality Legislation and unconscious bias. Interview training is also provided to all those going forward for internal interviews.

Blended Working

- In addition to other work life balance arrangements open to all civil servants, the Office launched its Blended Working Policy, in April 2023. While not all roles in the organisation are suitable for blended working, there are approximately 60% of employees availing of it. The Office of the Attorney General is based in Merrion Street; all positions are based in this location.

Conclusion

As outlined in the Public Service Transformation 2030 Strategy "Better Public Services" the Office is committed to progressing the public service wide goal of being an employer of

choice by promoting diversity and inclusivity and all levels. It is also committed to an ongoing review of our actions to improve gender equality.