

GENDER PAY GAP DATA – LIMERICK STRAND

Overall **mean** gender pay gap for all employees based on hourly pay

7.48%

Mean gender pay gap for part-time employees based on hourly pay

6.38%

Mean gender pay gap for temporary contractors based on hourly pay

5.42%

Mean gender pay gap bonus pay

16.22%

Overall **median** gender pay gap for all employees based on hourly pay

5.02%

Median gender pay gap for part-time employees based on hourly pay

1.27%

Median gender pay gap for temporary contractors based on hourly pay

-1.21%

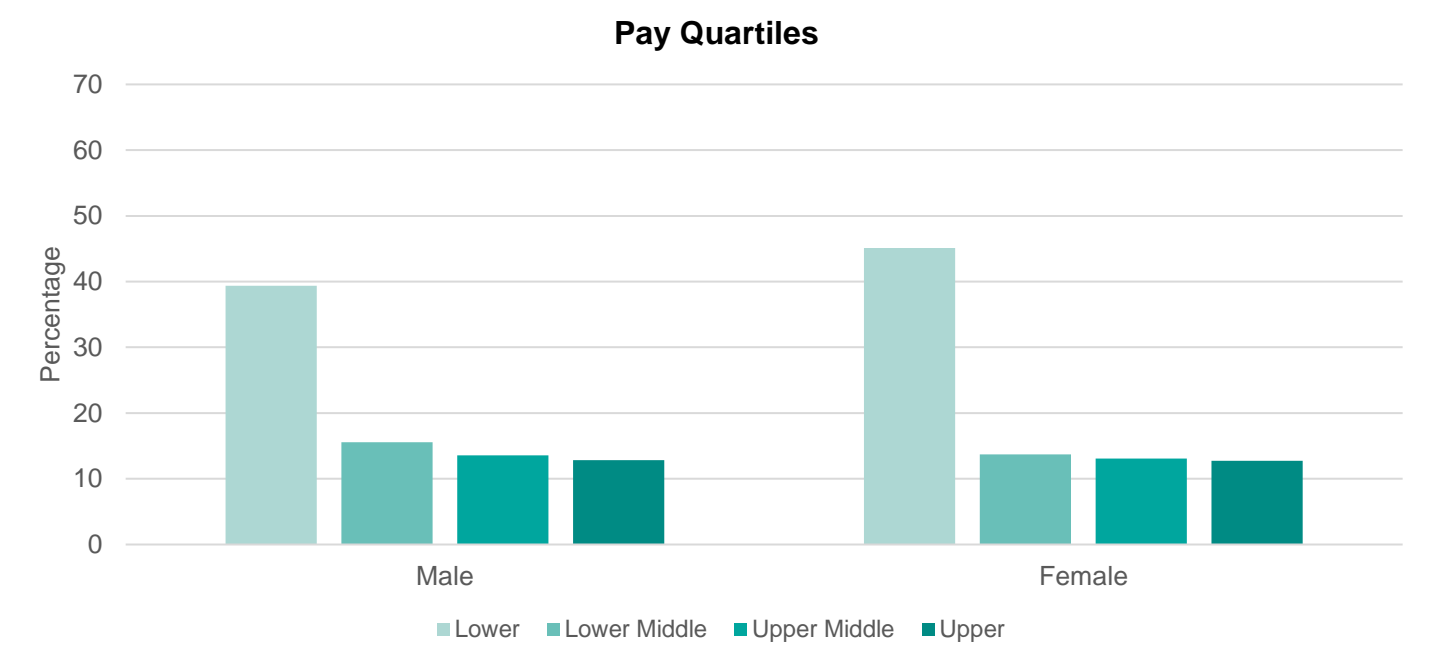
Median gender pay gap bonus pay

-76.32%

	Male	Female
Percentage of employees who received a bonus	6.98%	5.56%
Percentage of employees in receipt of BIK	0%	0%

PAY QUARTILES

	Lower	Lower Middle	Upper Middle	Upper
Male	39.37%	15.54%	13.54%	12.83%
Female	45.10%	13.72%	13.09%	12.75%



Challenges

- Recruitment of either gender into roles traditionally held by either men or women is a challenge emanating from senior biases.
- Limerick Strand Hotel requires teams to work 'anti-social' times. This type of output is a core element of what the hotel does and is unlikely to change.

Actions

- Limerick Strand Hotel will continue with best practice recruitment procedures in place whereby gender is not a factor
- The Hotel will ensure flexibility continues as an option for all employees across all workplace levels.
- Flexibility that The Galmont Hotel offers its workforce is a key benefit for our employees and will continue to mean that those who avail of reduced working hours may feature more in the lower paid quartiles.
- Limerick Strand Hotel continues to monitor and ensure we maintain our zero to low gender pay gap.