

Mean and Median Pay Gaps				
Total staff		Part time staff staff		
Mean male pay hourly	€ 20.25	Mean male pay hourly	€	14.86
Mean female pay hourly	€ 18.47	Mean female pay hourly	€	17.97
Mean GPG	9%	Mean GPG		-21%
Median male payhourly	€ 17.17	Median male payhourly	€	14.38
Female median pay hourly	€ 16.21	Female median pay hourly	€	14.46
Median GPG	6%	Median GPG		-1%

Bonus Pay			Percentage of total
Males in receipt	50		89%
Females in receipt	53		87%
Median bonus males	€ 50.00		
Median bonus females	€ 50.00		
Mean GPG	0%		
Bonus relates to where company provides vouchers to staff (e.g. Christmas, long service etc.) etc.			

Quartile Analysis				
	Male	Female	Male	Female
Lower quartile	13	17	43%	57%
Lower middle quartile	14	16	47%	53%
Upper middle quartlie	17	12	59%	41%
Upper quartile	12	16	43%	57%

Benefit in Kind			Percentage of total
Males in receipt	6		13%
Females in receipt	6		12%
Benefit in kind is a tax on non cash benefits where the company contributes to health insurance, provides use of car, etc.			