



IRELAND 2025
GENDER PAY
GAP REPORT



FAIRFIELD NURSING HOME IS REPORTING ON ITS GENDER PAY GAP IN LINE WITH THE GENDER PAY GAP INFORMATION ACT 2021.

We are proud of our diverse workforce, which reflects the caring nature of the healthcare sector. A significant proportion of our employees are women, particularly across nursing, healthcare assistant, and support service roles.

Gender pay gap reporting shows the difference in average hourly earnings between men and women across an organisation. It does not measure equal pay for equal work. Fairfield Nursing Home is confident that employees performing the same roles are paid equally, regardless of gender.

We remain committed to reviewing our data annually and ensuring that our employment practices continue to promote equality and fairness.



OUR PEOPLE & OUR APPROACH

We remain committed to reviewing our data annually and ensuring that our employment practices continue to promote equality and fairness.

We continue to promote fair recruitment, internal progression, and equal access to opportunities for all employees.

At Fairfield Nursing Home:

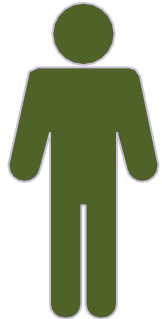
- We recruit the most suitable person for each role, regardless of gender
- We support flexible working arrangements to promote work–life balance
- We encourage internal promotions and ongoing professional development
- We ensure transparent pay structures aligned with role responsibilities

These practices support staff retention, career progression, and a positive workplace culture.

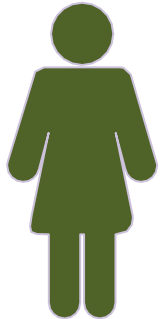


OUR GENDER PAY GAP RESULTS

OUR GENDER BREAKDOWN IN REPORTING PERIOD:



20%
TOTAL
EMPLOYEES



80%
TOTAL
EMPLOYEES

GENDER PAY GAP
FULL TIME EMPLOYEES:

+0.42%
MEAN

+7.35%
MEDIAN

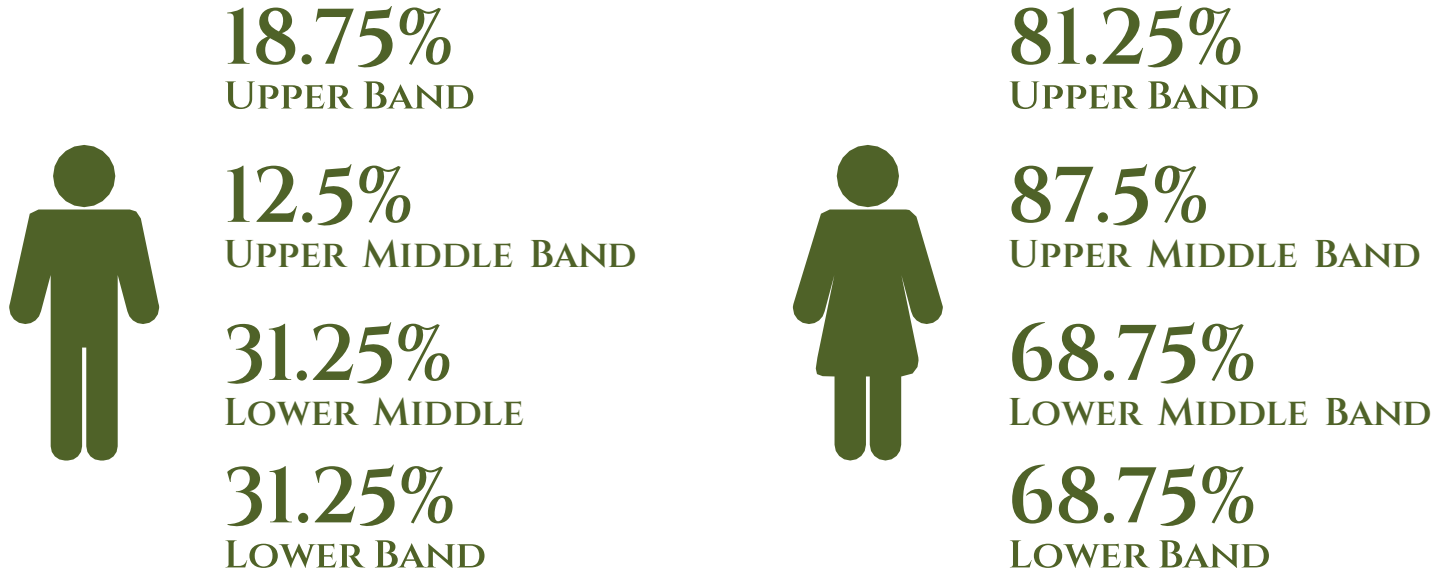
GENDER PAY GAP
PART TIME EMPLOYEES:

- 6.0 %
MEAN

-1.9%
MEDIAN

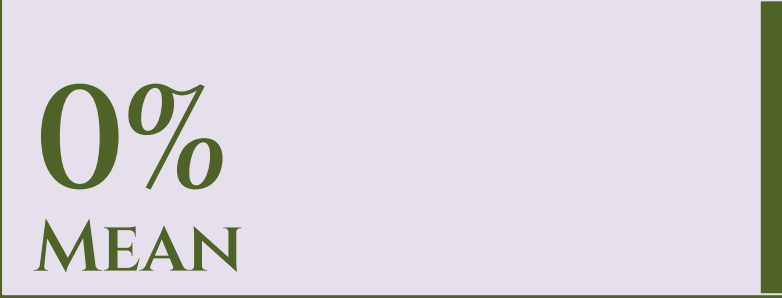
OUR GENDER PAY GAP RESULTS

PAY QUARTILES:

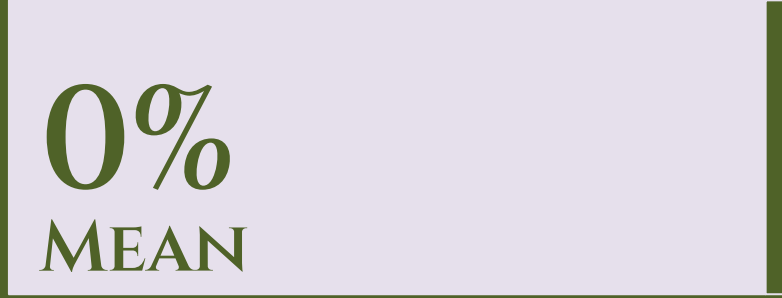


THESE DISTRIBUTIONS REFLECT WORKFORCE COMPOSITION AND ROLE STRUCTURES RATHER THAN UNEQUAL PAY PRACTICES.

GENDER BONUS GAP:



BENEFIT IN KIND:



LESS THAN 1% OF EMPLOYEES RECEIVE BENEFITS IN KIND.