

Gender Pay Gap Report (Ireland)

Employer: Onetouch Telecare LTD

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Snapshot date: 30 June 2025

Reporting period: 1 July 2024 to 30 June 2025

1. About this report

This report sets out gender pay gap metrics for the Irish employing entity, based on employees employed on the snapshot date. Calculations are based on the organisation's data for the reporting period and follow the Government "How to calculate the gender pay gap metrics" guidance note under the Gender Pay Gap Information Act 2021.

2. Workforce profile (snapshot headcount)

Total headcount: 46

Male: 26 (56.5%)

Female: 20 (43.5%)

Full-time: 44 (95.7%)

Part-time: 2 (4.3%)

Temporary contracts: 0

3. Gender pay gap results

Hourly remuneration

Hourly remuneration is calculated as **ordinary pay plus bonus pay**, divided by **working hours**.

Mean hourly remuneration

- Male: **€36.81**
- Female: **€22.79**

Median hourly remuneration

- Male: **€29.29**
- Female: **€20.04**

Required metrics (Ireland)

- **Mean hourly gender pay gap (all employees): 38.1%**
- **Median hourly gender pay gap (all employees): 31.6%**
- **Mean hourly gender pay gap (part-time employees): 35.0%**
- **Median hourly gender pay gap (part-time employees): 35.0%**
- **Mean hourly gender pay gap (temporary contract employees): N/A (no temporary contracts)**
- **Median hourly gender pay gap (temporary contract employees): N/A (no temporary contracts)**
- **Mean bonus gender pay gap: N/A (no bonuses paid)**
- **Median bonus gender pay gap: N/A (no bonuses paid)**
- **% of male employees receiving a bonus: 0.0%**
- **% of female employees receiving a bonus: 0.0%**
- **% of male employees receiving benefits-in-kind (BIK): 46.2%**
- **% of female employees receiving benefits-in-kind (BIK): 40.0%**

4. Quartile pay bands (by hourly remuneration)

Employees are ranked from lowest to highest hourly remuneration and divided into four quartiles. The proportions below are the gender split within each quartile.

Lower quartile

- Headcount: 12
- % Female: 66.7%
- % Male: 33.3%
- Counts (F/M): 8 / 4

Lower Middle quartile

- Headcount: 12
- % Female: 50.0%
- % Male: 50.0%
- Counts (F/M): 6 / 6

Upper Middle quartile

- Headcount: 11
- % Female: 36.4%
- % Male: 63.6%
- Counts (F/M): 4 / 7

Upper quartile

- Headcount: 11
- % Female: 18.2%
- % Male: 81.8%
- Counts (F/M): 2 / 9

5. Explanation of results and actions

The organisation's gender pay gap metrics reflect the distribution of men and women across the pay range. On the snapshot date, women represented a higher share of the lower quartile (66.7%), while men represented a higher share of the upper quartile (81.8%).

No bonuses were paid during the reporting period; therefore, bonus-related metrics are reported as not applicable.

Measures being taken / proposed (edit as appropriate)

- Review recruitment and promotion pipelines for higher-paid roles to ensure equal access and diverse shortlists.
- Review starting salary decisions and pay progression to support consistent and objective pay outcomes.
- Support career development and internal mobility through training, mentoring and transparent progression criteria.
- Monitor gender pay gap metrics annually and maintain an action plan to address identified drivers.

6. Sign-off

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