

BUSHMOUNT  
NURSING HOME

CLOSE TO HOME - FAR FROM ORDINARY

IRELAND 2025

# GENDER PAY GAP REPORT



# BUSHMOUNT 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. The majority of our employees are women, particularly across nursing, healthcare assistant, and support roles.

Gender pay gap reporting shows the difference in average hourly earnings between men and women. Bushmount Nursing Home is confident that employees performing the same roles are paid equally, regardless of gender.



# OUR PEOPLE & OUR APPROACH

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

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

At Bushmount Nursing Home:

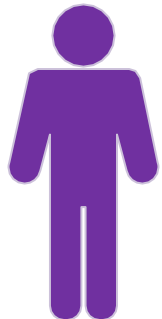
- We recruit the most suitable person for each role, regardless of gender
- We support flexible working arrangements to promote work-life balance
- We encourage internal promotions and ongoing professional development
- We ensure transparent pay structures aligned with role responsibilities

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

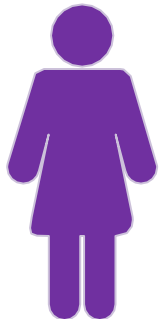


# OUR GENDER PAY GAP RESULTS

## OUR GENDER BREAKDOWN IN REPORTING PERIOD:



**19%**  
TOTAL  
EMPLOYEES



**81%**  
TOTAL  
EMPLOYEES

## GENDER PAY GAP FULL TIME EMPLOYEES:

**+0.25%**  
MEAN

**-0.49%**  
MEDIAN

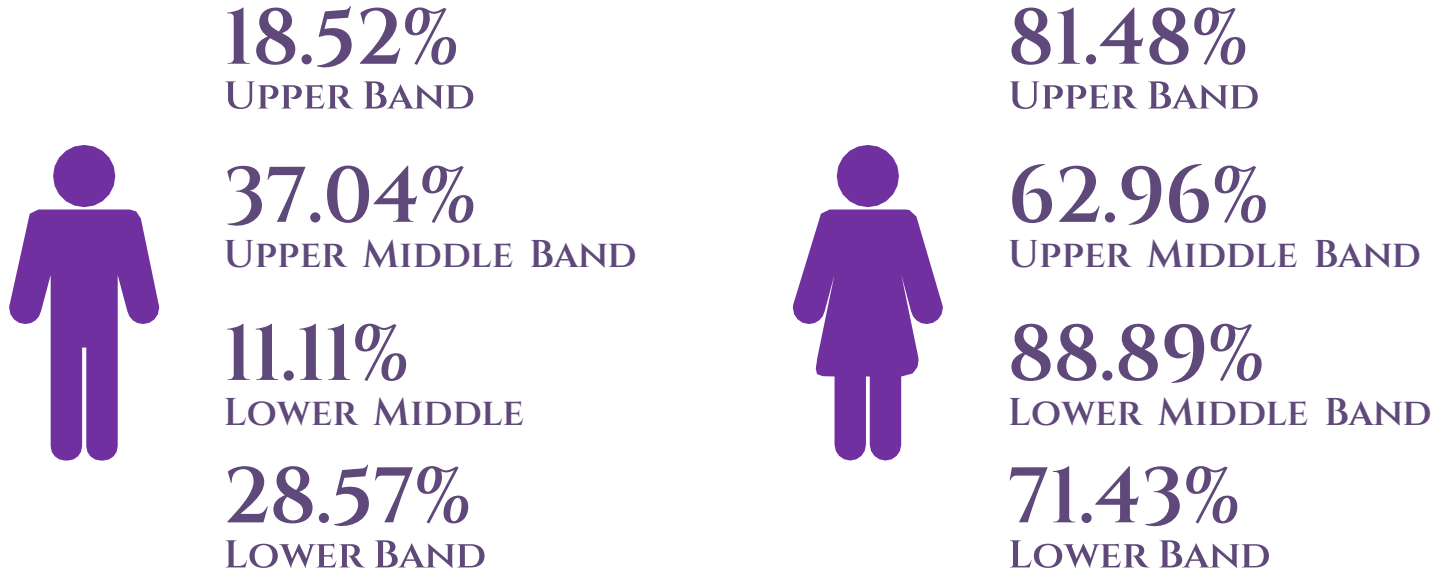
## GENDER PAY GAP PART TIME EMPLOYEES:

**- 4.0 %**  
MEAN

**+0.28%**  
MEDIAN

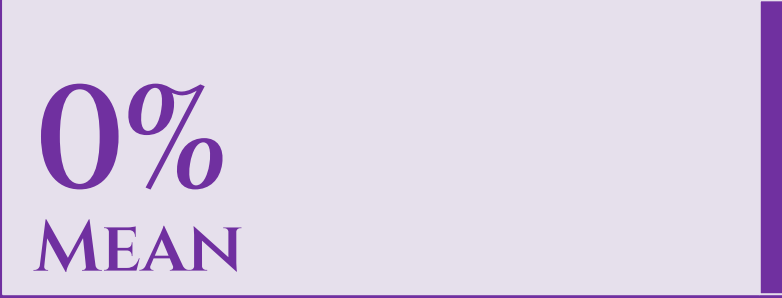
# OUR GENDER PAY GAP RESULTS

## PAY QUARTILES:

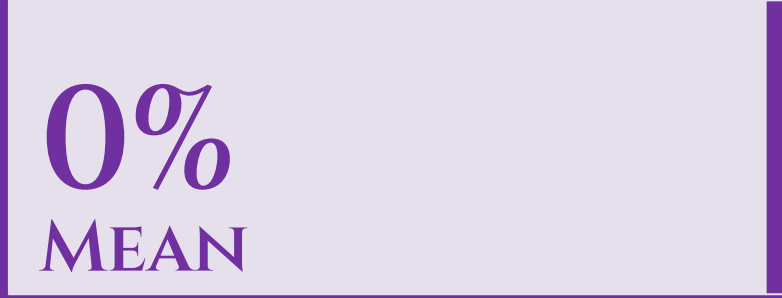


THESE DISTRIBUTIONS REFLECT WORKFORCE COMPOSITION AND ROLE STRUCTURES RATHER THAN UNEQUAL PAY PRACTICES.

## GENDER BONUS GAP:



## BENEFIT IN KIND:



LESS THAN 1% OF EMPLOYEES RECEIVE BENEFITS IN KIND.