



RehabGroup

Investing in People, Changing Perspectives

Gender Pay Gap Report 2023



Barry McGinn
Chief Executive Officer

At Rehab Group, we aim to be an inclusive employer that our employees are proud to work for and an organisation that people want to work with. Through our day-to-day experiences delivering our services, we have a deep understanding of the importance of diversity and inclusion. Our values are centred on embodying an inclusive culture that is collaborative, transparent, compassionate, and accountable to ensure the best outcomes for the people we support.

Gender Pay Gap reporting allows us to benchmark how we are doing in gender pay. While it helps us to focus on this important issue, it is one of many areas of inclusion that are central to all we do at Rehab Group.

In our second year publishing our Gender Pay Gap, we are reporting a median pay gap of 1.9% and mean pay gap of 4.09%. While there is marginal change from our 2022 report, we are committed to continuing to implement initiatives to narrow our gender pay gap, alongside our ambition across other aspects of diversity.

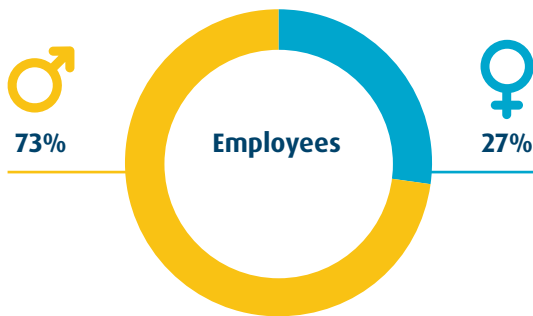
GENDER PAY

Gender pay gap is the difference between all male and female employees average hourly rate of pay across the workplace, not just those in similar jobs. For this reason, Gender pay is not the same as Equal Pay.

Since 2022, all organisations with 250 or more employees are required to publish their gender pay gap information on an annual basis.

OUR DATA

Our results are based on our workforce data from June 2023. Rehab Group is predominately female.



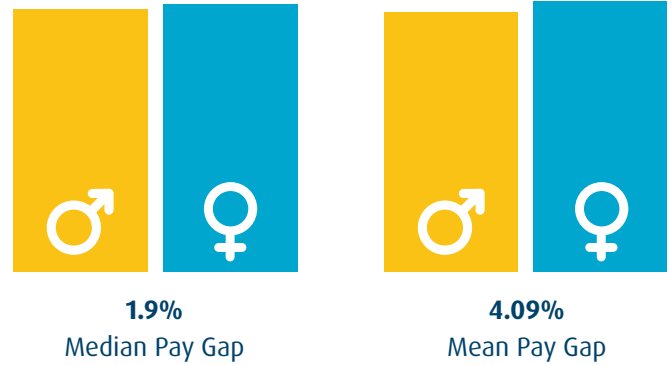
Median & Mean Pay Gap

The median pay gap is 1.9%, meaning that the middle/typical male in the organisation earns approximately 1.9% more than the middle/typical female across all organisational levels. This has increased by 1.2% since the 2022 report, which is due to more female employees in our temporary workforce, who start on the first point of the scale.

The mean pay gap for our organisation is 4.09% which means that the average hourly pay earned by a male

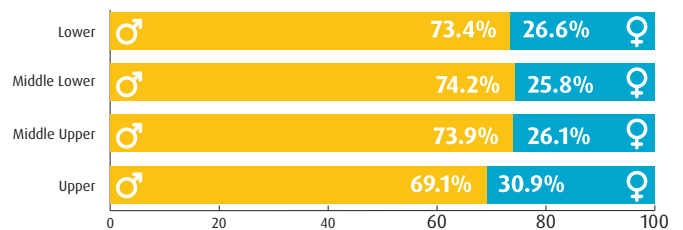
is 4.09% higher than the average hourly pay earned by a female in Rehab Group.

Based on the latest available statistics (December 2022), we compare favourably to the average gender pay gap in Ireland which, is estimated to be 12.6%



Quartiles

The use of quartiles (dividing the data into 4 equally sized groups based on hourly pay) allows us to review the distribution of male and female employees across pay ranges. As our workforce is predominantly female (73%) and male (27%), the data shows that our female employees are distributed across each of these groups in a way that generally reflects the ratio of females to males across the whole organisation. There is strong female representation across all grades and roles, and our Senior Leadership Team is 50:50.



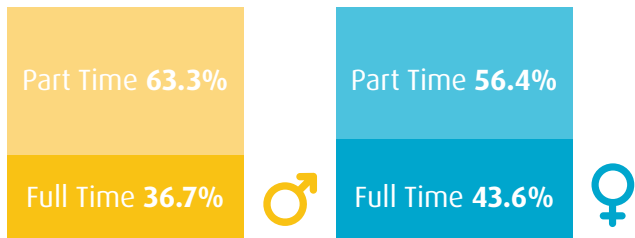
Median & Mean Bonus Gap

Gender Pay Gap reporting requires all organisations to share bonus information. We do not have any bonus payments to include due to nature of the work we do.

Median & Mean Pay Gap for Part-time Employees

Over 61% of our team work part-time with more females (63%) in part-time roles than males (56%).

We are delighted that there is a strong uptake of both females and males to avail of some of our family friendly policies.



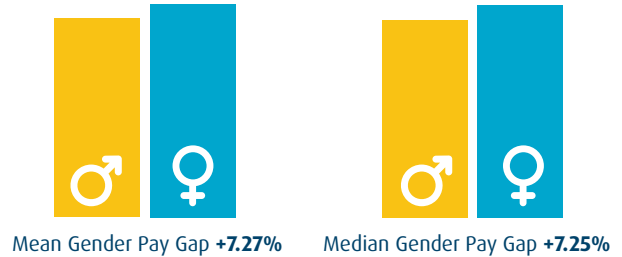
Our mean pay gap for part-time employees is 3.5% in favour of females. This is due to more females than males working part-time in management roles and a higher proportion of males working in maintenance and support roles.



Median & Mean Pay Gap for Temporary Contract Employees

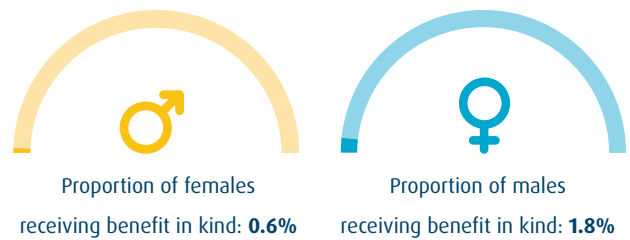
Temporary contract employees in Rehab Group are made up of fixed-term contract and specified purpose contract workers. The average temporary contract male earns 7.3% more than the average temporary contract female. Many of our temporary contract roles are 'relief' posts, with employees being

at the first point of scale. There are proportionately more females than males in such posts, which may be influenced by the flexible nature of the available hours. The result of having proportionately more females than males in these low point-on-scale posts is a gender pay gap.



Benefit in Kind

BIK refers to remuneration other than money not included in the regulation's definition of "ordinary pay" (Gender Pay Gap Information Regulations 2022). BIK in Rehab Group is linked primarily to company cars as this is a requirement for a limited number of roles.



Our Focus in 2023

At Rehab Group, we live inclusivity. We are determined to take proactive action in terms of our diversity and inclusion initiatives. Throughout 2023, we built on our strong foundations, with D&I being a key strategic priority.

Recruitment

Our recruitment process' are inclusive, our adverts are gender neutral, and our selection/interview processes are gender balanced. 71% of our managerial roles are held by female employees.

Female Leadership

Our Senior Leadership Team (SLT) is gender balanced with equal number of male and female SLT members. Our Board also reflects this gender balance with 50%(m) and 50%(f).

Flexible Working

Over 61% of our workforce are working part-time. We have a range of family friendly policies to support people with balancing home and working responsibilities. We promoted these across the year developing an employee hub where these can be easily accessed. After a successful pilot of Hybrid working for suitable roles, we launched our policy and will further amend this in 2024 when the forthcoming legislation is enacted. Our policies were further developed across the year, including enhancements to Maternity Leave and supporting people in times of need with changes to our Bereavement Leave and a new policy added for Domestic Violence Leave.

Communication & Engagement

We developed our Diversity, Equity, Inclusion & Belonging (DEIB) site on our employee Hub enhancing awareness of initiatives and activities across the year. We developed a nationwide video campaign 'Caring for your future' and 'Humans of Rehab Group' celebrating and showcasing our diverse workforce.

Health and Wellbeing

Shining light on our differences, we delivered several seminars, talks and reading materials; Embracing Menopause / Talking MEN-tal Health & Wellbeing Podcast / Mind your Mind -Women in Pregnancy / Perimenopause by Wellness Warrior/ Menopause at workplace.

Actions for 2024+

2024 will continue to build on our achievements with an additional focus on critical areas;

Women in Leadership in Rehab

Build a network for women where women can support women in their leadership journey. This will be supported by learning interventions, coaching, and mentoring.

Metrics

Build metrics to measure our progress on enhancing our inclusive workplace and build actions and interventions to change our direction when needed. Actions can be supported by our leadership team.

Listening to our People

Conduct an Employee Survey to hear how our employees experience inclusion and build actions based on their feedback.

Employer of Choice

Continue to build on our recruitment practices, celebrate our inclusive culture.