

# Adrian Dunne Pharmacy

## Gender Pay Gap Report June 2024

# A Message from Adrian

Since 1999 we have grown to a chain of thirteen pharmacies and one group office operating across the Leinster region, with a workforce of 240+ staff.

We pride ourselves on providing a family focus and commitment to the local communities in which we operate.

Our success is largely down to our diverse workforce who understand that by living our core values, we can achieve our purpose of making a difference to our customer's health and wellbeing.

We are proud to have a predominantly female workforce of 89%, and of those 71% work part-time, hence providing a healthier work-life balance.

Without a doubt staff are at the heart of what we do, and it is extremely important to us that all of our staff feel valued and supported, and are provided with equal opportunities to progress.

I look forward to supporting the initiatives outlined in this report over the next 12 months, and remain fully committed to providing an inclusive and supportive working environment where all staff are treated fairly with dignity and respect.

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**Adrian Dunne**

**Managing Director**

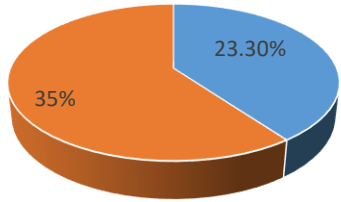


# Gender Pay Gap Reporting & Definitions

<p><b>Introduction</b></p> <p>The Gender Pay Gap Information Act 2021 requires organisations with more than 150 employees to report on their hourly gender pay across a set of metrics based on a snapshot of data from June 2024.</p> <p>Employers are required to provide the metrics required and provide underlying explanations for any gap that exists and the steps that will be taken to address it.</p>	<p><b>The Median Pay and Bonus Gap</b></p> <p>The gap measures the female hourly rate across the entire workforce from hourly rate from lowest to highest (Jun-24) and found the middle, and did the same for males, which gives you the mid-point. The median gap shows the difference between these two mid-points expressed as a percentage. The median bonus gap is worked out in the same way but using bonus pay over a 12-month period.</p>
<p><b>Purpose</b></p> <p>The purpose of pay gap reporting is to promote transparency and accountability by requiring organisations of 150+ staff to disclose differences in average pay between male and female employees. This initiative helps identify and address gender-based disparities, fostering equality in the workplace. The purpose of this document is to provide the information required for Adrian Dunne Pharmacy, as set out in the Act which is fully detailed at the links below:- <a href="https://www.irishstatutebook.ie/eli/2021/act/20/enacted/en/print.html">https://www.irishstatutebook.ie/eli/2021/act/20/enacted/en/print.html</a> <a href="https://www.irishstatutebook.ie/eli/2024/si/259/made/en/pdf">https://www.irishstatutebook.ie/eli/2024/si/259/made/en/pdf</a></p>	<p><b>The Mean Pay and Bonus Gap</b></p> <p>The mean pay gap shows the difference between how much males and females earn on average across the entire workforce. It is worked out by adding up the male hourly earnings during June 2024, and then dividing by the number of male employees, and likewise for female employees. This calculates the average hourly mean pay for each gender. From these two calculations we calculated what the pay gap is.</p> <p>The mean bonus gap is worked out in the same way but using bonus pay over a 12-month period.</p>
<p><b>Gender Pay vs Equal Pay</b></p> <p>It is important to note that the gender pay gap is not the same as equal pay. Equal pay legislation gives females and males the right to claim equal pay where they perform equal work. We are committed to providing equal pay and opportunities for all genders, and equal pay is not a contributing factor to our gender pay gap figures.</p> <p>The gender pay gap instead calculates the difference in the average hourly earnings of men and women across the entire workforce, regardless of role or seniority. Gender pay gaps do not take into account the fact that the average male and female employee may be doing very different roles, but highlight uneven gender distribution across the entire workforce.</p>	<p><b>Proportion of Staff receiving a Bonus</b></p> <p>The proportion of females who received a bonus is shown as a percentage of all females in the organisation, and the proportion of males who received a bonus is shown as a percentage of all males in the organisation.</p> <p><b>Proportion of Staff receiving Benefit in Kind (BIK)</b></p> <p>The proportion of females who received BIK is shown as a percentage of all females in the organisation, and the proportion of males who received BIK is shown as a percentage of all males in the organisation.</p>
<p><b>Note</b></p> <p>The median and mean pay gap and quartile pay bandings are based on data from the 12mth period ending 11 June 2024. The bonus gap calculations are based on the bonus payments made in the 12 month period ending 11 June 2024 and are not full time equivalent adjusted.</p>	<p><b>Pay Quartile Bandings</b></p> <p>The pay quartiles measure how many males and females are represented in each quarter of the business when all male and female hourly rates of pay are stacked from lowest in the Lower Quartile to highest in the Upper Quartile.</p>

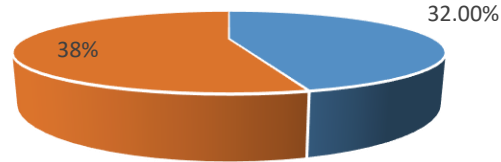
# 2024 Results

### Gender Pay Gap



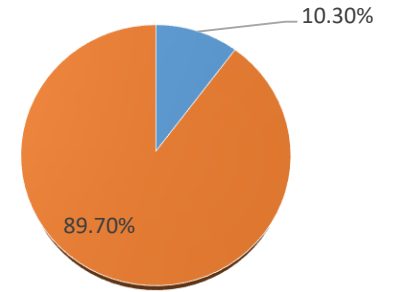
■ Gender Pay Gap Mean ■ Gender Pay Gap Median

### Gender Bonus Gap



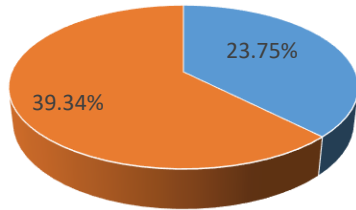
■ Median Gender Bonus Gap ■ Mean Gender Bonus Gap

### Staff Headcount



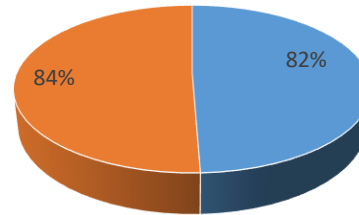
■ Headcount Male ■ Headcount Female

### Part-Time Gender Pay Gap



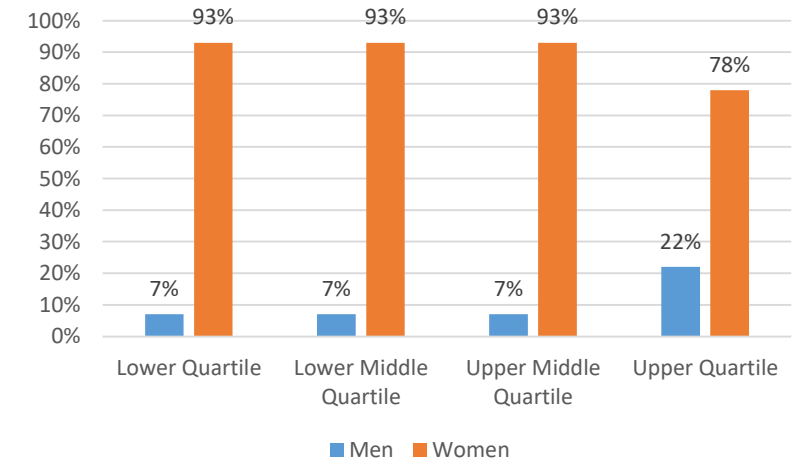
■ Part-Time Gender Pay Gap Mean ■ Part-Time Gender Pay Gap Median

### Proportion Receiving Bonus by Gender



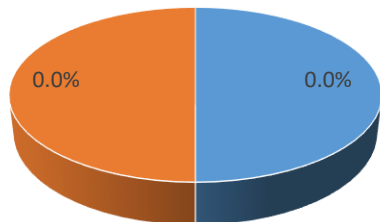
■ % Bonus paid by Gender - Women ■ % Bonus paid by Gender - Men

### Quartiles Bandings by Gender



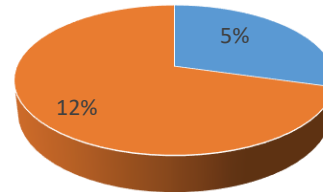
■ Men ■ Women

### Temporary Gender Pay Gap



■ Temporary Gender Pay Gap Mean ■ Temporary Gender Pay Gap Median

### Proportion Receiving BIK by Gender



■ Proportion receiving Benefit in Kind - Men  
■ Proportion receiving Benefit in Kind - Women

# Why do we have a Pay Gap?

The reason a gender pay gap exists is primarily due to the predominantly-female workforce which is typical of all pharmacies within the retail pharmacy sector that do not operate a warehouse facility. This in-turn influences the mean pay gap between males and female staff across permanent, part-time and temporary roles.

The majority of female staff across the entire female workforce are predominantly branch-based, and choose to work part-time.

Our gender pay gap impacts our bonus gap as our company bonuses are based on actual hours worked and are a percentage of base pay. Unlike the pay gap, which is based on average hourly pay, the bonus pay gap is calculated on actual bonus amounts paid over a 12-month period. Since actual amounts are used, our bonus gap is influenced by the higher number of female staff in part-time roles which is not taken into account in the reporting.

One-third of the entire male workforce are full-time Pharmacists, a higher-paid role by nature. While a significantly higher percentage of Pharmacists are female, in contrast, mostly working part-time. Furthermore the proportion of females in Pharmacist roles relative to the entire female workforce is much lower than the proportion of males in Pharmacist roles relative to the entire male workforce. These differences, along with a predominantly-female workforce across all roles, are also significant factors affecting our gender pay gap.

Recruitment remains challenging across the majority of roles and females are more drawn to retail pharmacy roles than males, therefore we are focused on continuing to build talent pipelines internally therefore providing more opportunities for our female workforce to learn and advance into higher paid roles.

It is finally highlighted that:

- 82.5% of all Pharmacists are female
- 91% of all Branch Managers are female
- 100% of the Office Management team is female
- The Leadership team is evenly divided between both genders.

# Gender Pay Gap Reporting

## Work to Date

- Promotion of internal career progression opportunities for staff who identify as female:
  - 2 year Retail Manager Apprenticeship Programme - 100% female
  - 2 year IPU Trainee Technician Course - 100% female
  - IPU Counter Medicine Course - 70% female
- Part-time working arrangements
- Majority of full-time roles advertised as 32-40hrs rather than 40hrs
- Dignity at Work Refresher Training
- Celebration of Independent Women's Day
- Access to eLearning Health & Wellbeing portal
- Promoting an inclusive workplace
- Mental Health Training for Managers

## Work to Do

- Continue to be recognised as a supportive environment for staff who identify as female, helping them develop, advance, and access internal career progression
- Continue to offer part-time working arrangements
- Review and update job specifications to be gender-neutral
- Formulation and roll out of Diversity, Equity and Inclusion (DEI) policy
- Update recruitment process to align with DEI policy
- Increase female health & wellbeing initiatives
- Promote health & well being initiatives for all staff
- Continue to promote an inclusive workplace



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**IRELAND  
2023**

**Adrian Dunne**  
pharmacy