



Cagney Contract Cleaning

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Gender Pay Gap Report 2022

a Samsic company



About Us

Founded in 1977

ICCA founder members

500 Clients

Part of Samsic Group since 2019

Leinster and Munster coverage

Cagney Contract Cleaning focus on delivering a quality service to high calibre clients. We pride ourselves on our standards, our contract management and dedication to the industry.

Our client list includes many blue chip clients including banking institutions, property managers, production facilities, and commercial concerns.

ICCA Awards 2022

We are delighted to announce that Cagney's won in the in the Hospitality / Leisure / Residential Buildings category at the ICCA awards 2022.

2022 Best Site - The Convention Centre

2022 Best Site Supervisor - The Convention Centre

2022 Best Site Operative - The Convention Centre



We are extremely proud of the cleaning teams on site and feel that the recognition for their hard work and dedication is well deserved.

Our staff reflect the ethos, work ethic and quality that Cagney's are known for and we all work together to make achievements like this possible.

Our Services

Daily Office Cleaning

Carpet Cleaning

Window Cleaning

Specialised Deep Cleaning

Feminine Hygiene

Air Care

Pest Control

Washroom Consumables

2022 Reporting Year

Snapshot date 30 June 2022

There is an important distinction between unequal pay and the gender pay gap, each of which has different causes. Paying women less than men for the same job, purely on account of their gender, is illegal and is outlawed by equality legislation.

Employers with more than 250 employees in Ireland are now required to publish their gender pay gap data based on a snapshot of pay data on a date set out by the government.

Our data includes information regarding 959 employees from operative roles to senior management roles as per following gender breakdown:
756 females and 203 males.

The gender pay gap is different. It refers to the gap between what is earned on average by women and men based on average gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or working pattern. It does not indicate or identify discrimination or bias or even an absence of equal pay for equal value work.

Where unequal pay practices exist, they can contribute to the gender pay gap, but they are not considered the primary factor causing Ireland's gender pay gap.

We chose the 'snapshot' date of the 30th of June 2022 to gather our data which was used in the calculations for this report and reflects employees' pay/bonus for the 12 - month period that precedes the snapshot date.

The Median Gender Pay Gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The Mean Gender Pay Gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The Median Bonus Gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

The Mean Bonus Gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

The Bonus Proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

Quartile Pay Bands

The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle, and upper quartile pay band.

Gender Pay Figures as at 30th June 2022

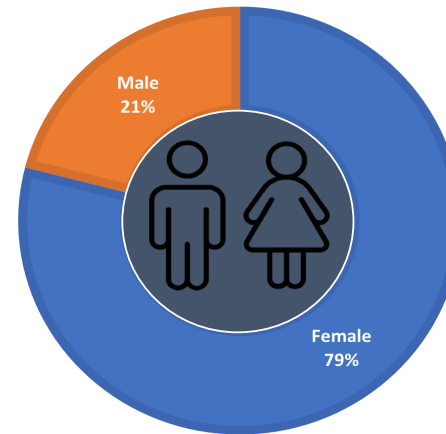
959 employees



203 employees



756 employees



Population by Pay Quartiles

The hourly pay for both men and women were arranged from the lowest to the highest and then divided into 4 quartiles. The division was done as evenly as possible:

Q1

Upper



78%
WOMEN



22%
MEN

Q2

Upper
Middle



83%
WOMEN



17%
MEN

Q3

Lower
Middle



86%
WOMEN



14%
MEN

Q4

Lower



68%
WOMEN



32%
MEN

Gender Pay Gap

-19.87%

MEAN

-0.28%

MEDIAN

Gender Pay Gap Part-Time

-1.53%

MEAN

-0.10%

MEDIAN

Gender Pay Gap Temporary

0.00%

MEAN

0.00%

MEDIAN

Bonus Pay Gap

0.00%

MEAN

0.00%

MEDIAN

BIK Pay Proportion



0.49%
MEN

0.00%
WOMEN

Bonus Pay Proportion



0.00%
MEN

0.66%
WOMEN

Due to the way in which certain bonuses were recorded, either as pension or pay in 2022, they did not appear on the payroll software's Gender Pay Gap data in the downloaded report. Following engagement with our payroll software provider, they have advised of a solution that will be in place for our 2023 Gender Pay Gap report to enable detailed reporting on bonus pay.

The mean (average) gender pay gap figure uses hourly pay of all full-pay employees to calculate the difference between the mean (average) hourly pay of men, and the mean (average) hourly pay of women. A mean (average) involves adding up all of the numbers and dividing the result by how many numbers were in the list. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

The median gender pay gap figure is the difference between the hourly pay of the median full-pay relevant man and the hourly pay of the median full-pay relevant woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid. A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers. Medians are not distorted by very high or low hourly pay (or bonuses).

- a **positive** % figure reveals that typically, or overall, employees who are women have lower pay or bonuses than employees who are men.
- a **negative** % figure reveals that typically, or overall, employees who are men have lower pay or bonuses than employees who are women.
- a **zero** % figure would reveal no gap between the pay or bonuses of employees who are men, and employees who are women (or there is equal pay and bonuses overall.)

Overview of Results

Most of our cleaning operatives have pay and conditions in line with the current Contract Cleaning Employment Regulation Order (ERO) which determines minimum pay rates of employees within the industry. Many of our employees are paid the same or a similar rate as a result. However, there are other full-time roles in specialist cleaning, site supervisory, area supervisory / management and other senior roles which are paid at rates above the ERO rate of pay.

A majority of these roles are held by females which contributes to the minus data results as this indicates more females paid at higher levels. It is our policy to promote from within our workforce where possible and as the cleaning industry has traditionally attracted females at operative level, this invariably leads to more females at other levels of responsibility and therefore rates.

Any Measures Required Based on Our Gender Pay Gap Report

We have not identified any issues that need to be addressed regarding gender pay gaps. We do expect however that our HR department will continue to exercise strong oversight of recruitment and pay practices. As a company we will continue to be vigilant to our gender pay gap reports and ensure that we remain a diverse and inclusive employer.

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