

GENDER PAY GAP SUMMARY 2023

INTRODUCTION

We are pleased to share the NOVAS 2023 Gender Pay Gap Report.

The gender pay gap is the difference in the average hourly wage of people who identify as men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with over 250 employees were being asked to report on their Gender Pay Gap for the first time in 2022.

This report uses a snapshot date of 20th June 2023. Our overall mean gender pay gap is 4.32%. Analysis of this pay gap shows that this is largely driven by more male members of the Senior Management Team at the time of the snapshot.

A NOTE ON LANGUAGE

Despite being called the gender pay gap, this report is based on a binary definition of sex rather than gender. This is because the legislation requires us to report in this way and categorise our employees as either male and female. However, as part of NOVAS' ongoing commitment to actively supporting colleagues of all gender identities, we want to acknowledge that some individuals may not identify with either 'gender' referred to in this report. For the purpose of this report, under the legislation, the salaries of employees who identify as non-binary or gender fluid are not included in the calculations.

HOW IS THE MEAN GENDER PAY GAP DEFINED?

The average amount earned by female employees compared to the average amount earned by male employees each hour.

HOW IS THE MEDIAN GENDER PAY GAP DEFINED?

The difference in pay between the middle-ranking female and male employees.



INTRODUCTION FROM THE CEO

NOVAS is proud to publish our 2023 Gender Pay Gap Report and welcomes the focus this brings to the important issue of gender pay parity and equality. It is important to recognise that groups treated unequally, such as those who identify as female, are not all beginning from the same starting point and there is a responsibility on organisations such as NOVAS to proactively implement measures that allow all employees, regardless of gender, to access the same opportunities in their careers. We are committed to building an inclusive workforce and we believe this brings strength and enhances the quality of services we can provide to those we support.

On the 20th of June 2023, NOVAS gender pay gap was 4.32%, well below the national average of 11.3%. While this is something that we warmly welcome, we are committed to continuing to do more until the gap is closed altogether. By year end our overall gender pay gap fell further, which will be reflected in next year's report. Furthermore, our gender pay gap for female part-time employees was -5.09%. We aim to build and maintain a working environment that is family friendly and supports part-time and flexible working arrangements.

In 2023 we adjusted our Maternity Leave Policy so that there is no length-of-service requirement that might preclude employees from benefitting. We have also recently developed a menopause working group to review how we can best support those who are experiencing these issues as they navigate their working lives. These developments are designed to enhance the experience of our workforce and enable them to stay engaged during different stages of their lives.

We aim to be a more inclusive and diverse employer. You can read below the steps we are taking to address the gender pay gap at NOVAS.

Una Deasy, CEO



NOVAS GENDER PAY GAP 2023

The gender pay gap in NOVAS has increased from 3.84% in 2022 to 4.32% in 2023. This was due primarily to a new male member of the Senior Management Team (SMT) being appointed in December 2022, resulting in a gender imbalance among the highest earners in the organisation. In August 2023, a new female SMT member was recruited, which reduced the gender pay gap. This is not reflected in the above figures, as this snapshot preceded the new female appointment.

There have been some very positive changes within the organisation during the year, including:

- More female employees holding positions at senior management level (upper quartile). Of the eight senior team members, including the CEO, we have four women and four men.
- There is an increase of female employees in the upper-middle quartile or earners in the organisation. This means that more females are occupying senior roles within the organisation.
- There is a mean gender pay gap of -5.09% among female part-time employees within the organisation. This means that female employees who are in part-time employment earn more than their male counterparts, with a gender pay gap for these female employees of -5.09%.

Comparatively, NOVAS gender pay gap is small. Indeed, the national average is significantly higher at 11.3%, with a European average of 13%. While this is something we are proud of, we are committed to abolishing the gender pay gap entirely. We foster inclusivity at every level of the organisation and this is reflected in our structures, policies and systems.

PAY QUANTILES	MALE		FEMALE	
	NUMBERS	PERCENTAGES	NUMBERS	PERCENTAGES
Upper Quartile	24		46	
	34.3%		65.7%	
Upper-Middle Quartile	22		47	
	31.9%		68.1%	
Lower-Middle Quartile	21		48	
	30.4%		69.6%	
Lower Quartile	21		48	
	30.4%		69.6%	

PAY QUANTILES	MALE €		FEMALE €	
	MEAN PAY	MEDIAN PAY	MEAN PAY	MEDIAN PAY
Upper Quartile	24.68		22.12	
	29.14		24.74	
Upper-Middle Quartile	18.05		18.10	
	18.42		18.44	
Lower-Middle Quartile	16.88		16.82	
	17.07		17.09	
Lower Quartile	15.16		15.42	
	15.78		16.00	

CLOSING THE GENDER PAY GAP AT NOVAS

Recruitment and Selection

NOVAS is committed to implementing fair and consistent recruitment practices across the organisation. Our recruitment practices are gender neutral. Employees are offered points on salary scales according to their qualifications and experience in a fair and transparent manner.

Existing employees are offered interview preparation training if they wish to advance within the organisation. In 2024 we will be upskilling our management team on best practice recruitment processes to ensure NOVAS offers unbiased recruitment from application to offer.

NOVAS has also committed to advertising the full salary scale for each role advertised from January 2024.

Diversity and Inclusion

In 2022 NOVAS established a Diversity and Inclusion working group. This group aims to encourage actions that make our workplaces and services more inclusive.

In 2023 NOVAS adjusted our Maternity Leave Policy so that there is no length-of-service requirement that might preclude employees from benefitting.

Prioritising employee wellbeing

In 2022 NOVAS partnered with Inspire Wellbeing to offer an enhanced Employee Assistance Programme to all our employees. NOVAS staff can avail of face-to-face, or online counselling, as well as many other benefits such as legal and financial advice and access to a digital wellbeing hub.

NOVAS has also formed a menopause working group to review how we can best support those who are experiencing these issues as they navigate their working lives. This working group will feed into the development of a menopause policy in 2024 that will support employees across the organisation.

Supporting flexible working

Supporting flexible working in an organisation that requires most staff to be onsite can present a challenge, however NOVAS is committed to doing what we can to make employment more accessible for all. We are committed to providing as much flexibility in working arrangements for our staff to ensure that people can enjoy a work-life balance that meets their needs at various stages of their lives. We also offer flexible leave options to staff and have optimised our IT structures to facilitate seamless communication and connection between staff across services.

Learning and Development

NOVAS has a comprehensive learning and development programme which aims to support staff in achieving their potential and progressing within the organisation. Learning and development at NOVAS begins with training at induction, through to the required training, which is a prerequisite for the work we do, and on to our in-house developmental training and further education supports.