



Gender Pay Gap Report 2025

Gender Pay Gap Report

Context:

The following data has been collated to ensure compliance with the Gender Pay Gap Information Act 2021. The data reflects active Oberstown employees as on 21/06/2025. The below calculations are based on payroll information from and reflect employee ordinary pay, as defined by the regulation.

Average:



Oberstown's male employees earn on average 10.08 % more than their female colleagues per hour

Median:



Oberstown's median male hourly salary is 2.94% higher than the median female salary per hour

Quartile Range:

Quartile	% Female	% Male
Quartile 1	70.31	29.69
Quartile 2	50	50
Quartile 3	41.27	58.73
Quartile 4	52.38	47.62

Examining the proportion of Male/ Female in each quartile – with Quartile 1 reflecting the lowest 25.39% earners and Quartile 4 the highest 25%, highlights that differences in the average hourly salary can be attributed to male employees being employed in more senior or higher paying roles. Considering that 53.571%(135) of the overall workforce are **female** and 46.429%(117) are **male**.

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Workforce Differences

Oberstown's employees are paid within national consolidated pay scales. As a result, there is no gender pay gap for Oberstown employees in the same roles, with the same tenure.

Male employees earn on average 10.08 % more than their female colleagues per hour in Oberstown.

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Additional Insights

Bonus & BIK Remuneration

As public sector employees, Oberstown's employees do not receive bonuses so statistics on mean, median and percentage of employees provided with a bonus do not apply. Similarly, BIK was deemed as being not relevant to Oberstown and therefore no calculations were carried out in this regard.

Part-time Staff

Male part-time employees earn, on average, 3.34% more per hour than female part-time employees. This is influenced by the higher proportion of women working part-time (45.29%) compared with men (11.85%) at Oberstown.

The median hourly pay for male part-time employees is 1.51% higher than the median hourly pay for female part-time employees.

Employees who choose part-time schedules may be less likely to undertake overtime. Under the methodology used for this report, lower access to overtime reduces the calculated overall hourly rate relative to employees who can work overtime, which may contribute to the gender pay gap.