



# Gender Pay Gap Metrics

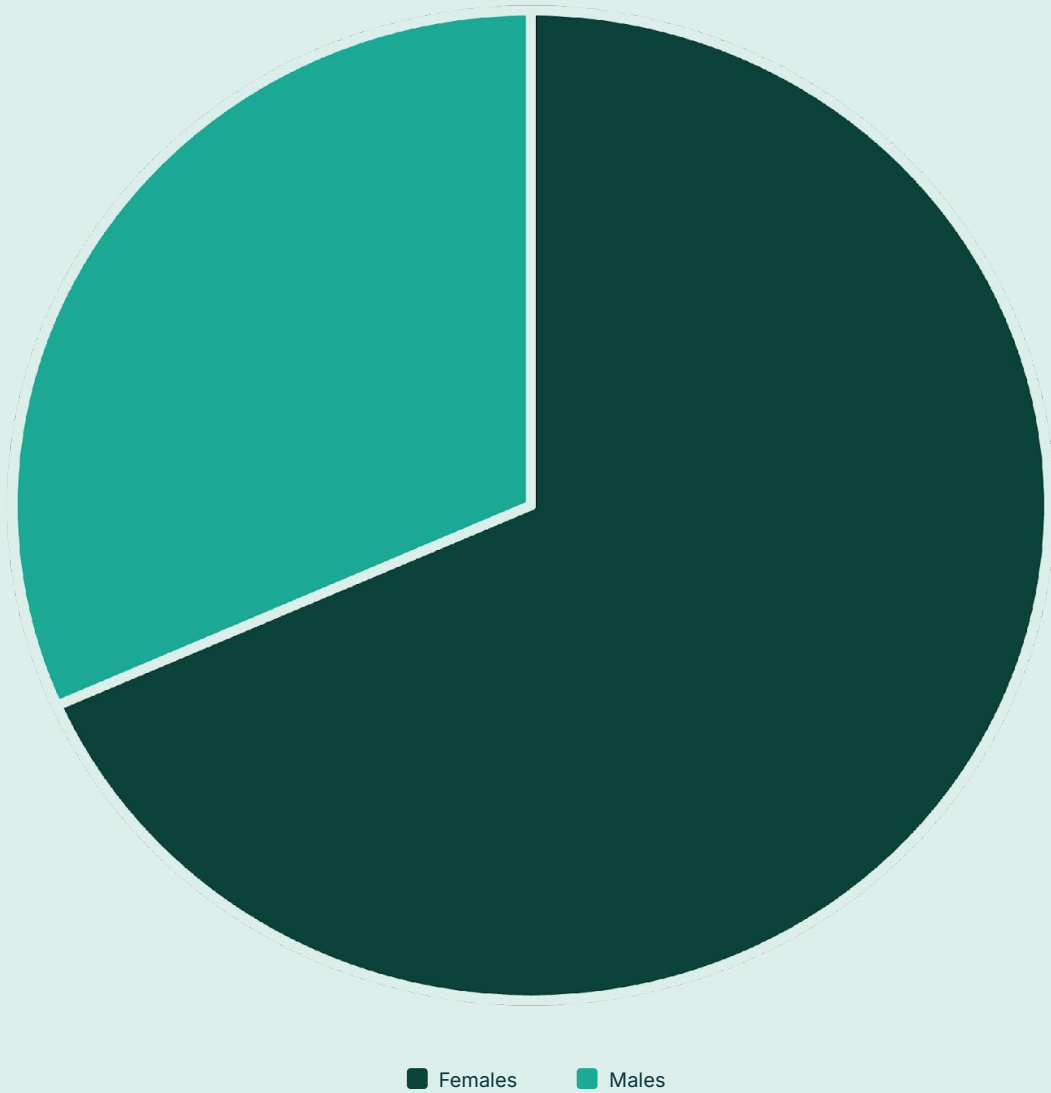
An analysis of gender pay differences across our organisation, including hourly wages, bonuses, and how employees are distributed across pay levels.

# About Webdoctor.ie

Webdoctor.ie is Ireland's leading online healthcare provider, dedicated to transforming how people access medical care. We leverage technology to deliver convenient, accessible, and high-quality digital healthcare services right to your fingertips. Our comprehensive services include online consultations with experienced doctors, secure prescription services, and reliable medical advice, all designed to fit seamlessly into your busy life. We believe that quality healthcare should be within everyone's reach, without compromising on efficiency or privacy. At the heart of Webdoctor.ie is a strong ethos rooted in patient-centred care, innovation, and equality. We are committed to fostering a healthcare environment that is welcoming, inclusive, and responsive to the needs of all individuals, continually striving to enhance our offerings and improve health outcomes across Ireland.

Our dedicated team is composed of passionate professionals committed to our mission. Here's a breakdown of our current staff composition:

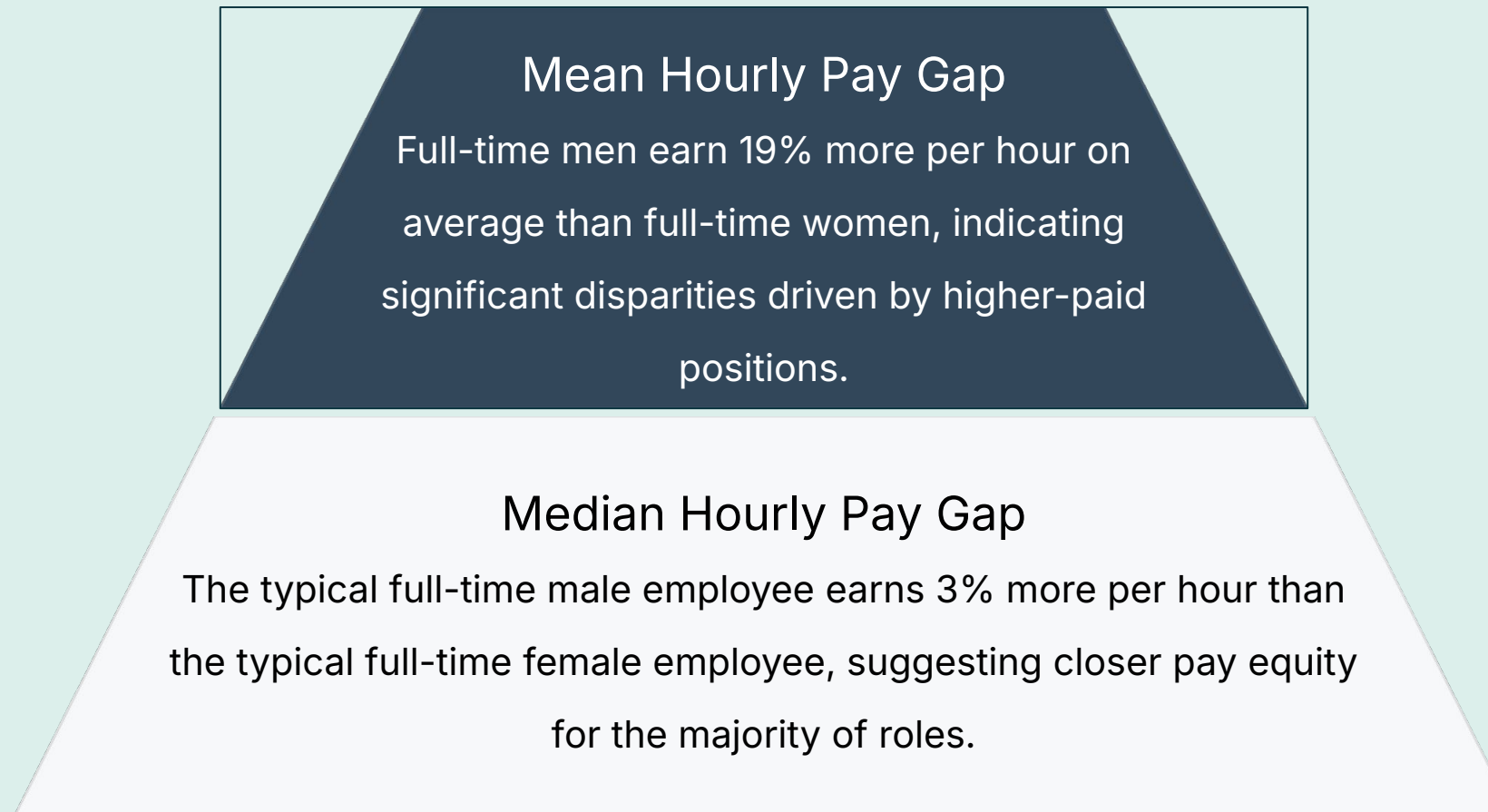
---



This composition reflects our commitment to diversity and inclusion within our organisation, bringing a wide range of perspectives to how we serve our patients.

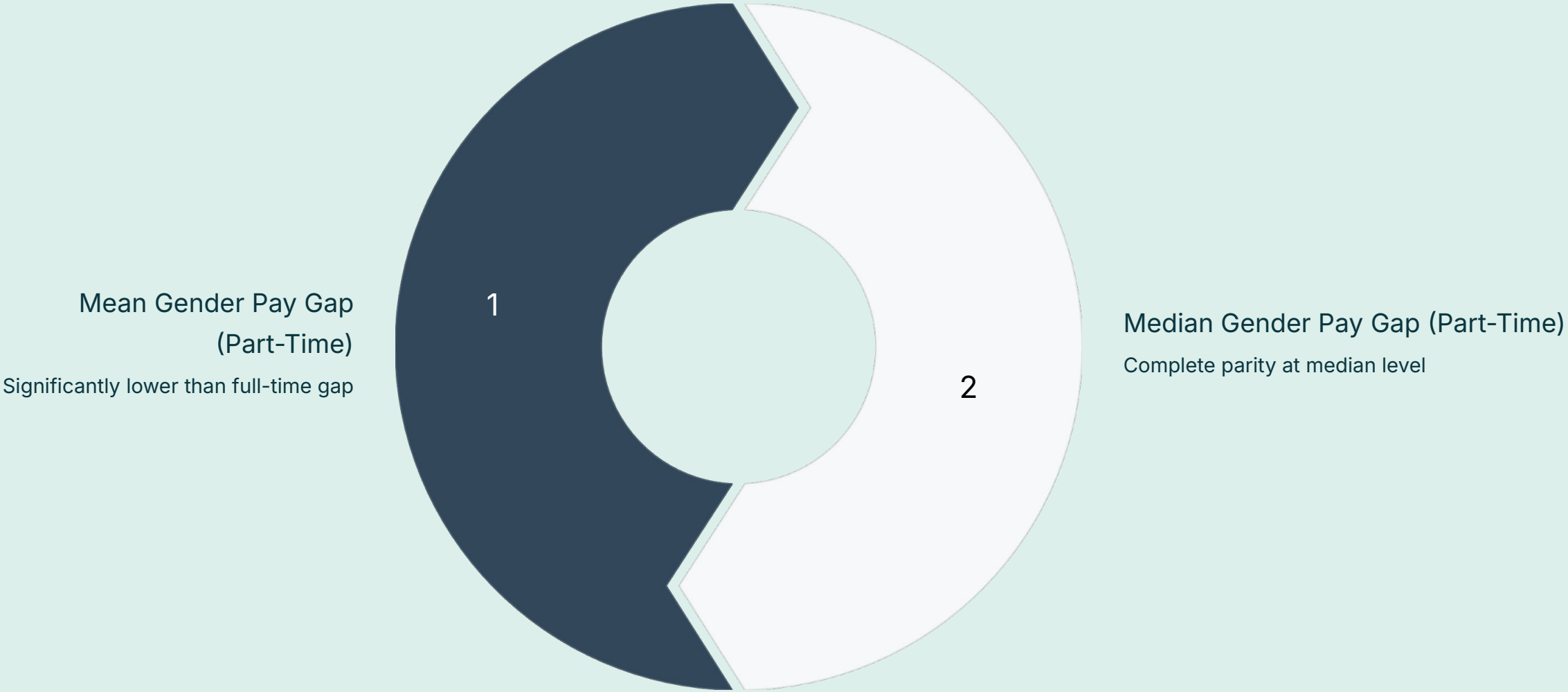


# Mean & Median Hourly Pay Gaps (Full-Time Staff)



The 19% mean hourly pay gap reflects the overall average difference, primarily influenced by a higher concentration of men in top-earning roles. In contrast, the much smaller 3% median hourly pay gap indicates that at typical pay levels, compensation between full-time men and women is relatively similar, with the larger gaps predominantly found at the higher echelons of the pay scale.

# Part-Time Employee Pay Analysis



## Part-Time Male Employees

- Mean Hourly Pay: Male employees earn more on average, reflecting the 7% mean gender pay gap.
- Median Hourly Pay: Similar to female employees, indicating near parity.

## Part-Time Female Employees

- Mean Hourly Pay: Female employees earn less on average, contributing to the 7% mean gender pay gap.
- Median Hourly Pay: Similar to male employees, indicating near parity.

Part-time employees demonstrate significantly better gender pay equity than their full-time counterparts. The 7% mean gap is substantially lower than the 19% full-time gap, and the median gap is virtually non-existent at 0%. This suggests that part-time roles have more **standardised** compensation structures with less variation between genders.



# Temporary Staff Pay Analysis

Temporary staff data is not applicable (N/A) for this analysis due to insufficient data or absence of temporary employees to report on.



# Bonus Compensation: A Different Story



Bonus compensation shows an inverse trend to hourly pay, with female employees receiving substantially higher bonuses. On average, female employees earn 43% higher mean bonuses and 50% higher median bonuses compared to male employees.

# Benefits in Kind: Gender Distribution

Data for Benefits in Kind is not applicable for this analysis and therefore is not included in this report.

# Bonus Breakdown



65%

of male employees received a bonus.



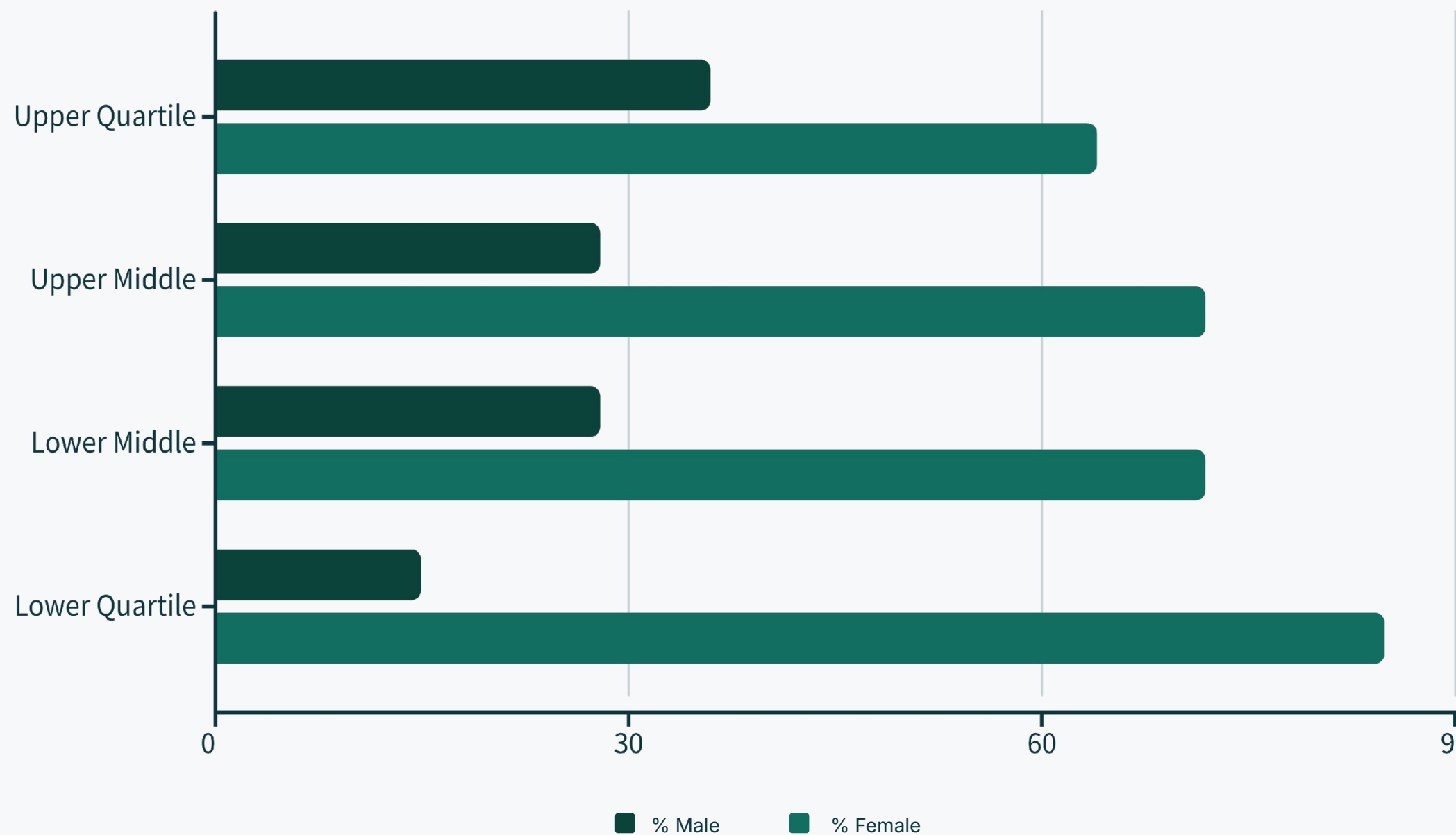
55%

of female employees received a bonus.

While women receive higher bonuses on average, fewer women (55%) get bonuses compared to men (65%). This suggests we need to look into who qualifies for bonuses and how they're distributed across departments.



# Pay Quartile Distribution



The pay quartile analysis indicates that women are overrepresented in lower pay quartiles. Although women comprise the majority across all quartiles (ranging from 64-85%), their concentration is highest in the Lower Quartile (85% female). This suggests a disproportionate number of women are in lower-paid positions within the workforce.

# Why We Report on the Gender Pay Gap

1

**Transparency & Accountability:** Fostering an environment of openness is crucial for addressing gender inequality and holding ourselves accountable for progress.

2

**Identify Disparities:** Reporting clearly highlights where pay gaps exist, enabling targeted interventions and strategic action where it's needed most.

3

**Commitment to Equity:** It reaffirms our dedication to creating a fair and equitable workplace where every employee feels valued and compensated fairly.

4

**Drive Meaningful Change:** This data-driven approach informs our policies and practices, ensuring we implement changes that lead to measurable improvement.

5

**Legal & Ethical Responsibility:** We uphold our obligation to ensure equal opportunities for all, regardless of gender, reflecting our core values.

6

**Build Inclusive Organisation:** Understanding these gaps is fundamental to building a truly inclusive culture where diverse talents can thrive.

Our commitment to reporting on the gender pay gap goes beyond compliance; it's about fostering an equitable and inclusive culture where every individual can succeed. This transparency allows us to pinpoint areas for improvement and implement effective strategies, reinforcing our dedication to fairness for all employees.

