

GENDER PAY GAP REPORT

2023



Introduction

I am delighted to introduce the 2023 Gender Pay Gap Report for Avista. Our people are our most important resource, and it is of paramount importance that current and prospective staff know that Avista offers equality of opportunity, a place where all staff are valued and treated equitably.



Through engaging in this process, Avista is committed to becoming an even more equitable, more inclusive, and more diverse workplace. Through our engagement we openly demonstrate our core value of Justice. Our core values lead us in our work and underpin everything we do at Avista.

Analysis and reflection of how we work is part our strategic objectives and producing this report is a significant step in that regard. This complements our ongoing efforts at fostering an inclusive workforce through our HR People Strategy.

This data assists us in planning for our future workforce as well as understanding the needs and requirements of existing employees in order to support them to remain vital employees here at Avista. I welcome this data to offer me an opportunity to consider it in line with our service provision, staffing needs and requirements.

Deirdre Rudden
Avista Human Resources Director



Introduction to Gender Pay Gap Reporting

The Gender Pay Gap Information Act, 2021 requires organisations with over 250 employees to report on their Gender Pay Gap. Organisations are asked to select a 'snapshot' date in the month of June.

The reporting period is the 12 month period immediately preceding and including the snapshot date, the snapshot date is 30 June 2023.

Organisations have six months to prepare their calculations, before reporting six months later during December 2023. The information must be published on the employer's website or in some other way that is accessible to all its employees and to the public.

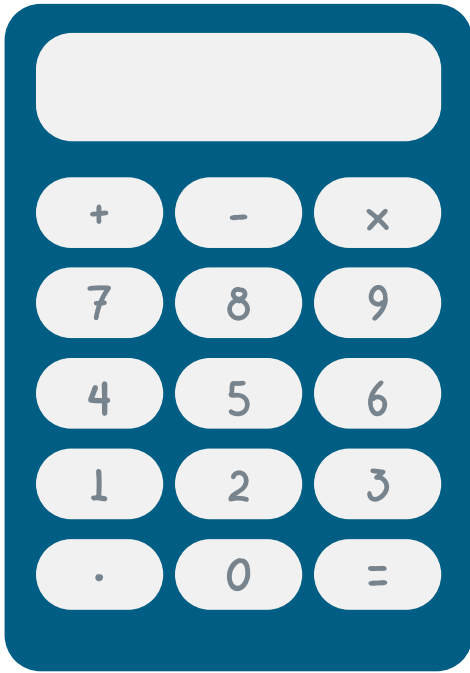
All persons employed by the employer on the snapshot date, including employees not rostered to work on that date and employees on leave are included. The mean and median figures must also be given separately for part-time and temporary employees.

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role. The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work. All male and female employees in Avista are paid equally for work that is the same or similar or for work of equal value, therefore this report does not examine equal pay.



Rates of pay within the sector are agreed through national wage agreements negotiated regularly between employers and staff representatives. Most employees are paid according to an incremental salary scale and the salary is determined by the Department of Public Expenditure and Reform.

Mean and Median Explained



Mean Gender Pay Gap: This shows the % difference between the average hourly rate of pay for males and average hourly rate of pay for females (average male hourly rate) – (average female hourly rate) x 100 average male hourly rate

Median Gender Pay Gap: This shows the % difference between the median hourly rate of pay for males and median hourly rate of pay for females (median of male hourly rates) – (median of female hourly rates) x 100 median of male hourly rates The mean is the average.

How are the findings calculated?

It is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date.

The median is the figure that falls in the middle of a range where the salary of all relevant employees is listed, from the lowest to the highest. This can provide a more accurate representation of the 'typical' differences in pay. It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap. For example, a small number of higher paid employees can impact the mean figure and if this is the case, the median figure may be more representative of difference between what a male and a female is paid.

If there is a significant difference between an organisation's mean and median pay gap, this may indicate that the data is impacted either by the presence of very low earners (making the mean lower than the median) or by a group of higher earners (making the mean higher than the median). It is also important to remember that this report uses data on a snapshot date in June.

Quartile Pay Bands



Gender pay gaps can fluctuate from month to month and across quartile pay bands, depending on changes to headcount. However, headline figures will give a good indication of the differences between average earning between males and females.

Dividing employees into four more-or-less equal groups (or quartiles) with pay graded from lowest to highest helps us to examine pay across different levels of the organisation. This is referred to as Quartile Pay Bands.

Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands.

In order to group employees into these Quartile Pay Bands, the organisation lists all employees from lowest to highest, based on their hourly rates. The employees are then divided into four equal groups or Quartiles based on this - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile as a percentage e.g. percentage of male employees in the lower quartile and percentage of female employees in the lower quartile (and so on).

Figures must also be provided for bonus payments or benefit-in-kind payments if these apply. Bonus payments do not apply within Avista. Benefit in Kind does not arise as Avista does not have any non-cash benefit of monetary value that is provided to employees.



What should you be looking out for in a Gender Pay Gap report?

If an organisation reports a positive gender pay gap, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females.

If an organisation reports a negative gender pay gap, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy higher paid roles than males.

The larger the positive or negative pay gap is, the more marked the differences in hourly rates of pay will be and the more males or females proportionally working in either higher or lower paid roles within the organisation.

As mentioned, this report does not look at equal pay. Every employee, regardless of gender is paid equally for work that is the same or similar or for work of equal value. However, differences between what employees are paid can be impacted by a number of complex factors including:

- Working patterns – full-time and part-time work. It may be that more females than males seek part-time work or career breaks and although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
- Length of service – incremental pay increases may mean that new joiners are paid less than more experienced employees.
- Time of year – temporary or seasonal workers may be recruited for different roles which may attract a different rate of pay.
- Gender breakdown of senior roles at higher salaries – a small number of higher paid employees can affect the average figures.
- Gender breakdown of lower paid roles – a large number of lower paid employees can affect the average figures.

Avista Mean and Median Gender Pay Gap Data 2023

Mean Gender Pay Gap	-3.42%
Median Gender Pay Gap	-6.67%

The Gender Pay Gap for Avista using the overall mean hourly rate for reporting was -3.42%, this increases to -6.67% when using the median hourly rate. This means that, for the reporting period, females earned 3.42% an hour more than males using the mean measure and 6.67% more than males when using the median measure.

QUARTILE	LOWER	LOWER MIDDLE	UPPER MIDDLE	UPPER
MALE	-3.42%	18.03%	12.24%	15.14%
FEMALE	-6.67%	81.97%	87.76%	84.86%

In order to group employees into quartile pay bands, the calculation was based on ranking Employees from lowest to highest based on their hourly rate of pay. This is outlined above and divided into quartiles.

Avista Mean and Median Gender Pay Gap Data 2023

Mean Gender Pay Gap	-6.13%
Median Gender Pay Gap	-10.37%

Within the reporting period females earned 6.13% more when using the mean than males in corresponding roles and 10.37% more when using the median measure.

Measuring Progress

Avista Mean and Median Gender Pay Gap Data 2023

Mean Gender Pay Gap	-6.95%
Median Gender Pay Gap	-34.93%

We took the female temporary employees and found the median hourly rate. We took the male temporary employees and found the median hourly rate. We compared those rates. The minus % means the female rate is 34.93%. This means for the reporting period females earned 6.95% more an hour more than males using the mean measure and 34% more per hour using the median measure.

Other Payments

On 30 June 2023 0.0% of male employees received a Benefit in Kind payment and 0.0% of females received a Benefit in Kind payment. Bonus payments do not feature as part of pay in Avista as a Section 38 public sector organisation.



Avista Supporting Gender Equality

In line with the Gender Pay Gap Information Act 2021, Avista reports on the gender pay gap, however equality, diversity and inclusion continues to be part of the way we work in line with our core values of Justice, Respect, Service, Collaboration and Creativity. According to European Statistics the GPG in the EU is 13%, which would indicate that the GPG in Avista is significantly lower than other European Countries. Avista is continually developing as an employer of choice to attract, develop and promote an inclusive and diverse employee population.



Avista is an equal opportunities employer, and we work to promote a culture of equality. We strive to embrace genuine equality of opportunity through our recruitment and selection process which are open to all.



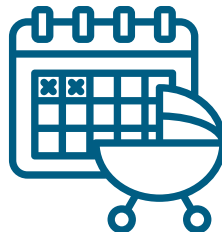
Employees are paid according to an incremental salary scale, and we continue to support recruitment and retention through ongoing initiatives and clear progression pathways for all.



We provide appropriate assistance and accommodation throughout our recruitment and selection process, including providing easily accessible interview facilities, agreeing an appropriately timed interview, and supplying or arranging appropriate equipment.



All our interview boards are gender balanced and all interview boards receive training. The Interview process is supported by the Avista Competency System.



We offer a wide range of flexible working and leave options which are available to all employees, including carer's leave, paid maternity and adoptive leave, paid paternity leave, parent's leave, parental leave, and part time working.



Blended working is now a part of our flexible working policies with flexible options to combine office and remote working depending on the role and provision of service



We are committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential. All employees are actively encouraged to pursue education opportunities, with study and examination leave also available.



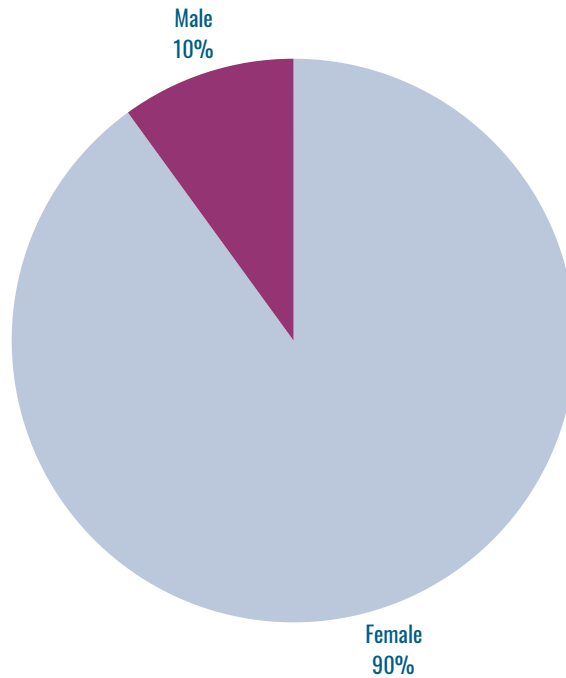
We provide access to the Cycle to Work and TaxSaver Scheme to reduce commuting costs.



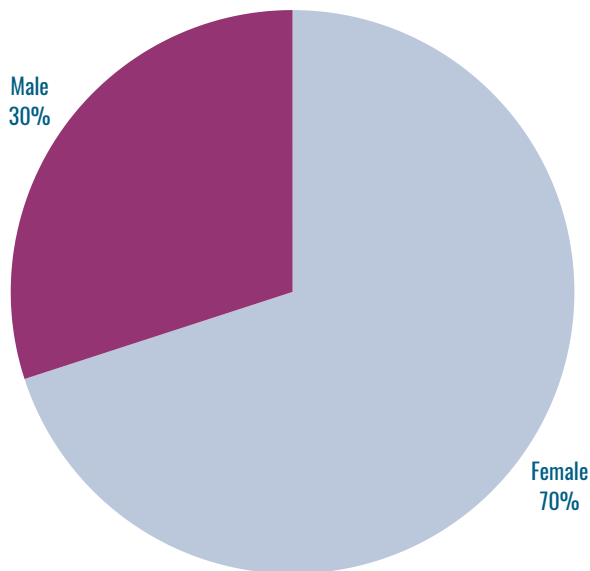
We promote and support a culture of dignity, respect and equality. We have a Dignity at Work Policy which is available to all employees and it forms part of our Induction Programme and ongoing

Women in Leadership

Our Executive Management Team comprises the following gender balance: 90% Female and 10% Male.



In addition, our Service Managers comprises of the following: 70% Female and 30% Male.



Our Mission:

Working together with people to live their best lives through the delivery of quality services



Avista's Public Sector Duty

The Public Sector Duty is set out in Section 42 of the Irish Human Rights and Equality Commission Act, 2014. Section 42 requires a public body, in the performance of its functions, to have regard to the need to eliminate discrimination, promote equality of opportunity and treatment of its staff and the persons to whom it provides services and protect human rights of its members, staff and the persons to whom it provides services.

Avista as a Public body are required to set out in a manner that is accessible to the public in its strategic plan an assessment of the human rights and equality issues it believes to be relevant to its functions and purpose and the existing or proposed policies, plans and actions to address those issues. Furthermore, public bodies are required to report annually on developments and achievements in that regard in its annual report in a manner that is accessible to the public.

Avista acknowledges the commonality of purpose stated in both the "Duty" and Gender Pay Gap reporting requirements and the publication of this report serves to underline and support the three-step approach advocated by the IHREC i.e., Assess, Address and Report.