



# Gender Pay Gap Report 2022

# Introduction

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Applus+ is operating the National Car Testing service on behalf of the Road Safety Authority and is committed to providing the highest standards of customer service. We are the only provider of the service nationwide and are totally independent of the motor industry and do not engage in garage service and repair activities. When having your vehicle inspected by the Applus+ NCTS you will receive a fair, uniform and impartial service. Applus+ have a male dominated workforce due to the nature of the work involved. This can be classed as a Societal Norm.

The Gender Pay Gap report seeks to address the imbalance between the average earnings of men and women. It compares the pay of all working men and women. This can include similar working patterns, qualifications and experience.

## What is the Gender Pay Gap?

The gender pay gap refers to the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees.

At Applus Inspection Services Ireland Ltd. we are committed to creating an inclusive workplace and reaching our full potential. The Gender Pay Gap within the Company is **18%**.



**Mark Synnott**  
Managing Director

*"As a company, Applus are committed to ensuring that both men and women are equally paid for doing similar jobs across our business. In 2023, we hope to develop new entry points for women to join us, in what has traditionally been a male dominated industry. Inclusivity and flexibility are our key priorities. It is imperative we create a workplace where everyone feels like they belong."*

# Our Gender Analysis

## Applus Car Testing Services Ltd. (Monthly) (5 Employees)

- **Gender Pay Gap Mean:** 0.00%
- **Gender Pay Gap Median:** 100.00%
- **Gender Pay Gap Part Time Mean:** 0.00%
- **Gender Pay Gap Part Time Median:** 0.00%
- **Bonus Pay Gap Mean:** 0.00%
- **Bonus Pay Gap Median:** 100.00%
- **BIK Pay Proportion Male:** 0.00%
- **BIK Pay Proportion Female:** 0.00%
- **Upper Quartile Male:** 0.00%
- **Upper Quartile Female:** 0.00%
- **Upper-Middle Quartile Male:** 100.00%
- **Upper-Middle Quartile Female:** 0.00%
- **Lower-Middle Quartile Male:** 0.00%
- **Lower-Middle Quartile Female:** 0.00%
- **Lower Quartile Male:** 100.00%
- **Lower Quartile Female:** 0.00%

## Applus Car Testing Services Ltd. (Fortnightly) (34 Employees)

- **Gender Pay Gap Mean:** -0.28%
- **Gender Pay Gap Median:** -4.93%
- **Gender Pay Gap Part Time Mean:** 0.00%
- **Gender Pay Gap Part Time Median:** 0.00%
- **Bonus Pay Gap Mean:** -203.90%
- **Bonus Pay Gap Median:** -214.24%
- **BIK Pay Proportion Male:** 0.00%
- **BIK Pay Proportion Female:** 0.00%
- **Upper Quartile Male:** 75.00%
- **Upper Quartile Female:** 25.00%
- **Upper-Middle Quartile Male:** 50.00%
- **Upper-Middle Quartile Female:** 50.00%
- **Lower-Middle Quartile Male:** 75.00%
- **Lower-Middle Quartile Female:** 25.00%
- **Lower Quartile Male:** 100.00%
- **Lower Quartile Female:** 0.00%

# Our Gender Analysis

## Applus Inspection Services Ltd. Ireland (Monthly) (59 Employees)

- Gender Pay Gap Mean: 42.00%
- Gender Pay Gap Median: 50.38%
- Gender Pay Gap Part Time Mean: 0.00%
- Gender Pay Gap Part Time Median: 0.00%
- Gender Pay Gap Temp Contractor Mean: 0.00%
- Gender Pay Gap Temp Contractor Median: 0.00%
- Bonus Pay Gap Mean: 72.89%
- Bonus Pay Gap Median: 45.88%
- Bonus Pay Proportion Male: 83.72%
- Bonus Pay Proportion Female: 84.62%
- BIK Pay Proportion Male: 32.56%
- BIK Pay Proportion Female: 0.00%
- Upper Quartile Male: 92.86%
- Upper Quartile Female: 7.14%
- Upper-Middle Quartile Male: 92.86%
- Upper-Middle Quartile Female: 7.14%
- Lower-Middle Quartile Male: 92.86%
- Lower-Middle Quartile Female: 7.14%
- Lower Quartile Male: 28.57%
- Lower Quartile Female: 71.43%

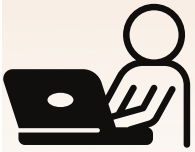
## Applus Inspection Services Ltd. Ireland (Fortnightly) (756 Employees)

- Gender Pay Gap Mean: 30.54%
- Gender Pay Gap Median: 34.10%
- Gender Pay Gap Part Time Mean: 7.07%
- Gender Pay Gap Part Time Median: 7.90%
- Gender Pay Gap Temp Contractor Mean: 0.00%
- Gender Pay Gap Temp Contractor Median: 0.00%
- Bonus Pay Gap Mean: 56.28%
- Bonus Pay Gap Median: 60.33%
- Bonus Pay Proportion Male: 98.85%
- Bonus Pay Proportion Female: 97.39%
- BIK Pay Proportion Male: 0.16%
- BIK Pay Proportion Female: 0.00%
- Upper Quartile Male: 100.00%
- Upper Quartile Female: 0.00%
- Upper-Middle Quartile Male: 98.90%
- Upper-Middle Quartile Female: 1.10%
- Lower-Middle Quartile Male: 94.48%
- Lower-Middle Quartile Female: 5.52%
- Lower Quartile Male: 43.09%
- Lower Quartile Female: 56.91%

# Our Action Plan

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## Flexibility:



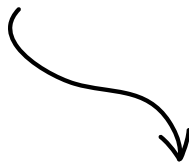
As a Company we plan on building upon our current flexible working agreement. We have high levels of parental leave and encourage our staff to take this leave. We have new rosters coming into place in 2023 which will reduce Sunday working.



## Career Development:



We plan to develop our staff through our management programme and ensure that we have a gender balanced mix attending these programmes.



## Recruitment:



In 2023, we plan to recruit a more gender balanced workforce and to ensure we are an attractive business to all. This includes, implementing a new category of worker (ISP) which we feel provides a new access point for women to join the industry, therefore improving the gender balance within our workforce.