



TELUS Digital Ireland

# Our Gender Pay Gap Report 2023/24



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# Foreword

## JOINT STATEMENT FROM MIRIAM MANNING, HR DIRECTOR AND ROGER CLANCY, VICE-PRESIDENT OF OPERATIONS

Welcome to our annual Gender Pay Gap Report, which provides an analysis of our 2023/2024 pay cycle based on the snapshot date of 30th June 2024. In accordance with the Gender Pay Gap Information Act in Ireland, we are required to publicly disclose data regarding employee pay and any gender-related disparities.

In this report, we aim to clarify, simplify, and contextualise the data, offering insights into our ongoing commitment to addressing and ultimately eliminating any gender-based pay differences within our organisation.

At TELUS Digital Ireland, we place great value on diversity and inclusion, prioritising these principles at every opportunity. In our annual team member surveys, when asked whether the company "respects team members of different ages, races, colour, gender, sexual orientation, religions, ethnic origin, language, marital status, family status, and varied abilities," our employees consistently rate us highly, with an average score of 91% being achieved in this area over the last 4 years.

We hope this report helps you gain a deeper understanding of the factors behind the positive feedback from our team members, as well as the data we have presented, all of which are driven by our company policies, outstanding team member-led committees, and the strong culture we foster.



*Miriam Manning*  
Miriam Manning  
HR Director  
TELUS Digital Ireland



*Roger Clancy*  
Roger Clancy  
Vice-President of Operations  
TELUS Digital Ireland

# Overview

## REPORTING GENDER PAY GAPS

Since 2022, organisations in Ireland with over 250 team members have been required to report on their gender pay gap. However as of 2024, organisations with over 150 employees are required to publish their GPG statistics. The gender pay gap refers to the difference in the AVERAGE HOURLY WAGE between males and females across a workforce.

The Gender Pay Gap Information Act 2021 mandates organisations to report on their hourly gender pay gap across a range of metrics. Each year, our report will detail the extent of the pay gap between what females earn as a group and what males earn as a group, in accordance with the statutory reporting requirements.

Here are some definitions of keys areas within our report:

**MEAN GENDER PAY GAP** - The difference between the mean (average) hourly rate of pay of male team members and that of female team members.

**MEDIAN GENDER PAY GAP** - The difference between the median (mid-point) hourly rate of pay of male team members and that paid to female team members.

**MEAN BONUS PAY GAP** - The difference between the mean (average) bonus pay paid to male team members and that paid to female team members.

**MEDIAN BONUS PAY GAP** - The difference between the median (mid-point) bonus pay paid to male team members and that paid to female team members.

**TEAM MEMBER QUANTILES** - The employee population divided into four equal segments of team members in the bottom, lower-middle, upper-middle and top quartile pay bands based on hourly pay.

**BENEFITS IN KIND PROPORTIONS** - The proportions of male and female team members who received a benefit in kind (BIK), such as our healthcare plan, during the relevant period.

**BONUS PROPORTIONS** - The proportions of male and female team members who were paid bonus pay during the relevant period.

**RELEVANT PERIOD** - The 12 month pay period prior to our snapshot date on 30th June 2024.

## MEAN VERSUS MEDIAN

In order to achieve the most accurate picture of our gender pay gap we report on both the median and the mean but it is important to understand how these are calculated:

**CALCULATING THE MEAN** - The mean is obtained by dividing the sum of all values in a data set by the number of values.

**CALCULATING THE MEDIAN** - The median is obtained by placing all values in a dataset in sequential order and identifying the middle/mid-point value.

## PLUS PERCENTAGE VERSUS MINUS PERCENTAGE

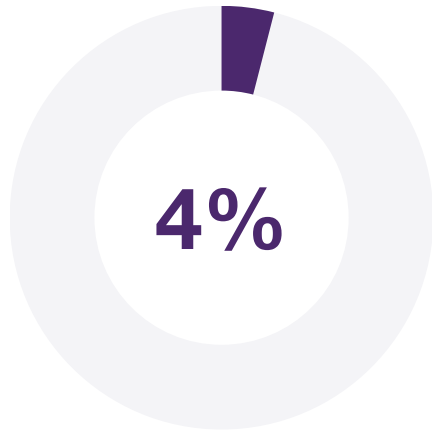
All reported percentages that indicate a difference are based on the male numerical value as the comparator. This means that where a percentage is a plus number, it indicates that the male numerical value is greater than the female numerical value. Where a percentage is a minus number, it indicates that the male numerical value is less than the female numerical value. A percentage of zero denotes that there is no difference between the male and female numerical values, meaning they are equal.

## OUR SNAPSHOT DATE

We are required to use data from a 12-month pay period prior to a "snapshot" date. Every reporting organisation must select a date in June 2024 as their snapshot date. We have chosen 30th June 2024 as our snapshot date. It should be noted that, due to the limitations of the reporting requirements, our report cannot reflect the fluctuations and changes experienced by the organisation throughout 2023/24. The data set referenced in this report is accurate as of 30th June 2024.



# Pay Gap



## OVERALL MEAN PAY GAP: 4%

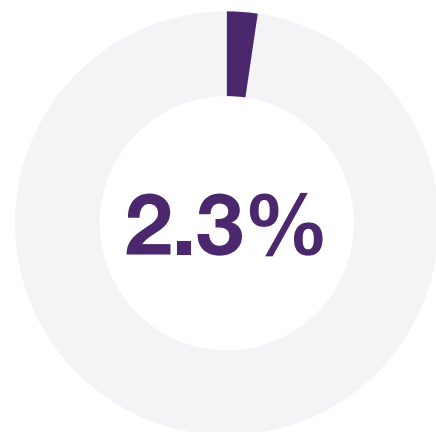
The difference between the mean (average) hourly rate of pay of male team members and that of female team members.

## MEAN GENDER PAY GAP BY EMPLOYMENT TYPE

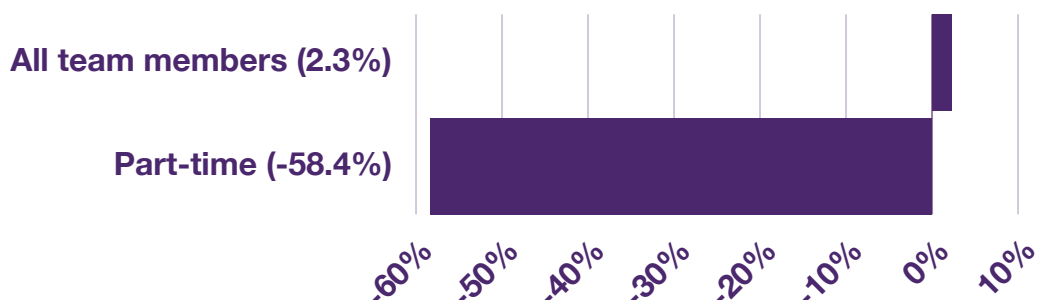


## OVERALL MEDIAN PAY GAP: 2.3%

The difference between the median (mid-point) hourly rate of pay of male team members and that paid to female team members.



## MEDIAN GENDER PAY GAP BY EMPLOYMENT TYPE



# Bonus Pay Gap

**MEAN BONUS PAY GAP:**  
1.5%



The difference between the mean (average) bonus pay paid to male team members and that paid to female team members.

**MEDIAN BONUS PAY GAP:**  
8.8%

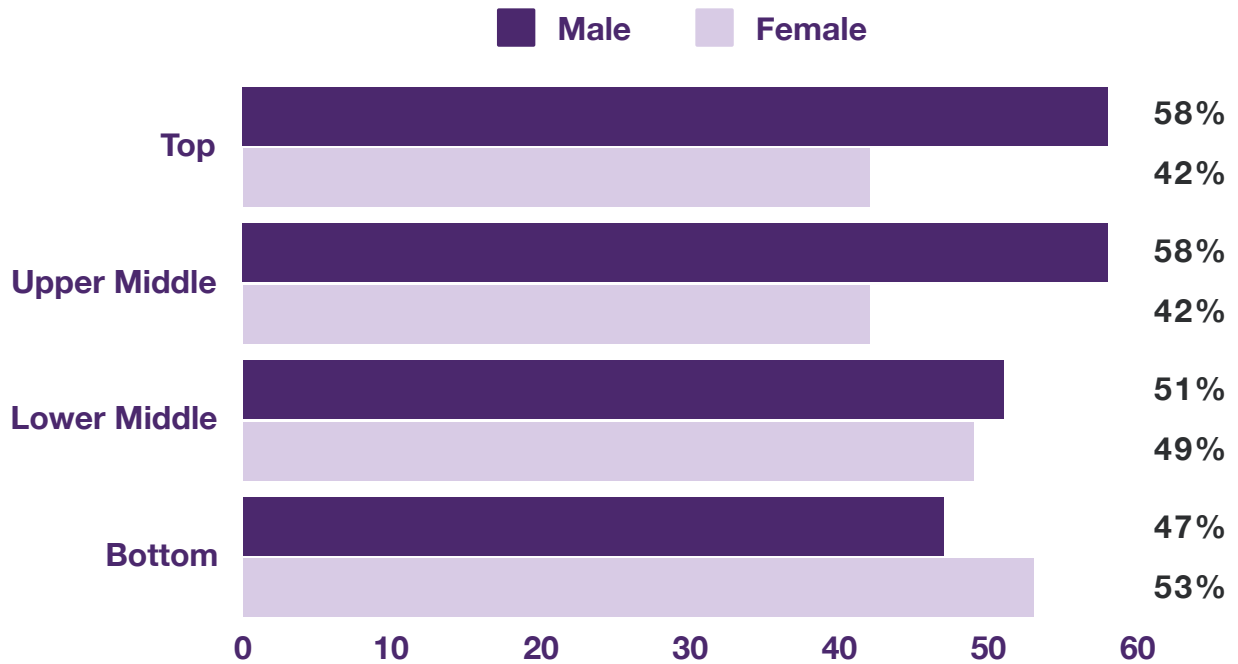


The difference between the median (mid-point) bonus pay paid to male team members and that paid to female team members.



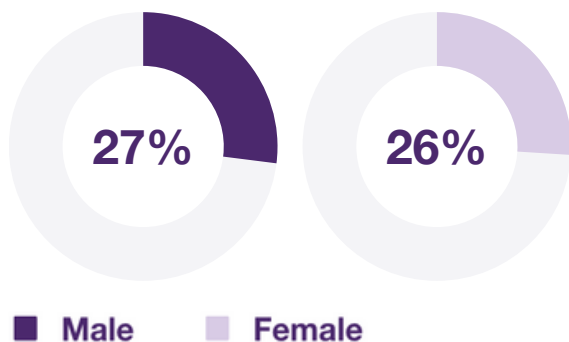
# Other Statistics

## EMPLOYEE QUARTILES BASED ON HOURLY PAY



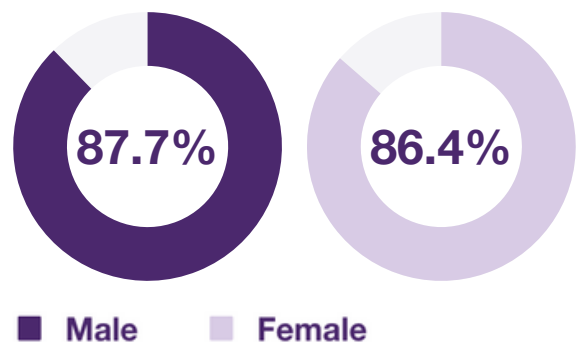
The employee population divided into four equal segments of team members in the bottom, lower-middle, upper-middle and top quartile pay bands based on hourly pay.

## TEAM MEMBERS RECEIVED BENEFITS IN KIND BY GENDER



The proportions of male and female team members who were in receipt of a benefit in kind (BIK), such as our Employee Share Purchase Plan and Long-term Incentive, during the relevant period.

## TEAM MEMBERS RECEIVED BONUS BY GENDER



The proportions of male and female team members who were paid bonus pay during the relevant period.



# Examining our findings

## **PAY**

Overall we are pleased to see such parity in the figures reported in our data set along gender lines. In particular our overall mean pay gap of 4%, narrowing from 5% in the previous year. This 4% figure brings us well under the latest average for Ireland of 9.3% (Central Statistics Office, 2024), and the EU average of 13% (European Commission, 2024).

## **BENEFITS IN KIND**

Our benefits in kind predominantly refer to our Employee Share Purchase Plan and Long-term Incentive. The ESPP is a voluntary opt-in benefit available to our team members. There is further scope to improve uptake on this benefit through increased promotion and awareness of its availability.

## **MEAN BONUS PAY GAP**

Our mean bonus pay gap continues to narrow. In our 2022/23 report this figure stood at 38% and reduced to 23% in last year's report. This year we are pleased to see there has been a significant narrowing of this gap with a result of 1.5% for this year.

## **GENDER PAY GAP FOR PART-TIME WORKERS**

As shown in the graphs, the mean gender pay gap and median gender pay gap for part-time workers are both minus percentages with significant values of -42.7% and -58.4% respectively. These figures mean that in this particular grouping female team members are earning more than male team members.

We believe these figures are a result of the comparatively small number of team members classified as part-time within the organisation and that there is a higher proportion of female team members to male team members within this grouping.

# Conclusion

We take great pride in the diversity within our team and are committed to continuing to foster inclusion through our team member-led committee, Connections. A long-standing pillar of TELUS Digital's social impact initiatives, Connections was launched in 2018 to create an inclusive community, connecting the needs and interests of female team members while supporting their professional and personal development. Connections aims to promote equity by creating opportunities for our female team members through networking events, open forums, newsletters, podcasts, live panel discussions, and more.

As an organisation, we will continue to train and mentor our female team members to help them progress into more senior roles, offering greater opportunities to apply for these positions and arranging shadowing of higher-level roles to better prepare them. We will particularly focus on achieving this in relation to the higher bonus-weighted roles mentioned above.

Our Senior Leadership Team (SLT) was established in 2020 with gender parity in mind (see the table below). The SLT is responsible for providing direction for TELUS Digital Ireland's activities, collaborating with our global family, and both setting and measuring our annual objectives. To achieve these goals effectively, we ensure diversity in our leadership team.

% of Male senior leadership team members	% of Female senior leadership team members
40%	60%

While there is much in this report for our organisation to be encouraged by, we must not rest on these achievements. Instead, we must focus on improving our standing in every metric through the initiatives we have outlined in preparation for our next report in 2024/25.

# Appendix

Central Statistics Office. 'Press Statement - Snapshot of the lives of Women and Men in Ireland in 2024'. Available at: <https://www.cso.ie/en/csolatestnews/pressreleases/2024pressreleases/pressstatement-snapshotofthelivesofwomenandmeninirelandin2024/>  
[Accessed on: 19th December 2024]

European Commission. 'Pay attention to the gender pay gap'. Available at: [https://commission.europa.eu/news/pay-attention-gender-pay-gap-2024-11-15\\_en](https://commission.europa.eu/news/pay-attention-gender-pay-gap-2024-11-15_en)  
[Accessed on: 19th December 2023]



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