



Dillon Eustace

Gender Pay Gap Report 2024

Start



December 2024

Introduction [>](#)

Gender Pay Data [>](#)

Our Gender Pay Gap [>](#)

Brief Analysis [>](#)

Summary [>](#)

Contact [>](#)

[→ Next](#)

Introduction

*Gender equality requires **ongoing and continuous** work on our part, and we are **committed to this**.*



*Donnacha O'Connor
Managing Partner*



*Patricia Barr
Head of HR*



*David Walsh
Partner and Head of Diversity & Inclusion*

Dillon Eustace believes in equal access to opportunities based on merit. We encourage, and aim to facilitate, all of our staff, to reach their full potential. We facilitate our staff's further education, at all levels, and their development and progress in the Firm. We want our staff to have rewarding careers, while allowing a reasonable balance between professional demands and their personal lives.

The purpose of the Gender Pay Gap Information Act, 2021 and related legislation, is to require certain employers, including Dillon Eustace, to publish the differences between what we pay our staff, in order to highlight whether there are differences based on gender, to explain the reasons for any differences that exist, and to set out the measures, if any, that we have taken or will take, to eliminate such differences. We welcome this opportunity.

The area of gender equality, and in particular, the representation of female solicitors at more senior levels within our firm, and within our profession, is one that needs to be improved. This requires ongoing and continuous work on our part, and we are committed to this.

A handwritten signature in dark ink, appearing to read 'Donnacha O'Connor'.

*Donnacha O'Connor
Managing Partner*



→ Next

Gender Pay Data

Overview

The mandatory gender pay gap reporting required under the Gender Pay Gap Information Act 2021 and the employment Equality Act 1998 (Gender Pay Gap Information) Regulations 2022 (the Regulations) is now in its 3rd year of reporting and as Dillon Eustace has over 150 employees, we are required to report our gender pay gap for 2024.

We are required to choose a snapshot date in June 2024, so we have chosen 30 June 2024. The reporting deadline is six months after this date therefore our report will be published by 30 December 2024. The data we are required to report on is for the 12-month period immediately preceding and including the snapshot date, 1 July 2023 to 30 June 2024.

It is important to understand that the Gender Pay Gap is not the same thing as equal pay for equal work. Equal pay is the right to be paid at the same level of pay for 'like work, work rated as equivalent and work of equal value. The main theme of this report, however, is the Gender Pay Gap which measures the difference between the gross hourly wage (which includes all remuneration) of males and the gross hourly wage of females across a workforce i.e. it compares the pay of all working men and women, not just those in similar jobs.



→ Next

Gender Pay Data



Our Gender Breakdown

There are 184 employees included in the scope of this report, with a gender breakdown of 64% females and 36% male.

67% of our staff are employed in providing legal and professional services and 33% of staff are employed in the business support functions.

The gender split is 57% female and 43% male in legal and professional services (includes staff who work in our legal practice areas, the company secretarial and listings departments), and 77% female and 23% male in the business support functions. Our compensation structure recognises years of post-qualification for lawyers, and for all staff we measure performance against objective criteria, and rewards are made based on achievements against these criteria regardless of gender.

184 employees



Legal and professional services



Business support



Our Gender Pay Gap

Our Mean Gender Pay Gap

The mean gender pay gap is calculated by taking all of the earnings of each employee, converting to an hourly rate (by dividing this figure by the total number of hours that each employee is contracted to work) and adding these figures up for males and females respectively. The difference between the mean (average) pay for male and female colleagues is then calculated and expressed as a % of male's pay.

Our Median Gender Pay Gap

The median gender pay gap is calculated by sorting the hourly earnings rate for males and females from highest to lowest respectively. The difference between the middle paid hourly rate of males and females is then expressed as a % of the male's median pay.

	All staff	Part-time staff	Temporary staff
Mean	7.16%	-43.0%	7.5%
Median	21.7%	-16.0%	-4.0%



→ Next



Our Gender Pay Gap

Our Bonus Gap

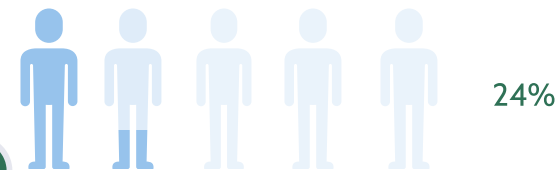
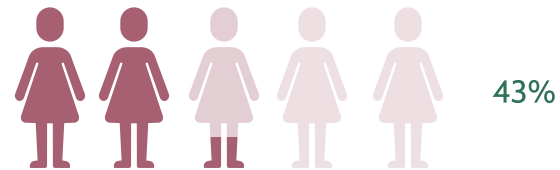
Mean



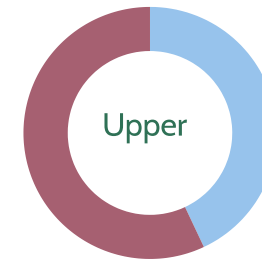
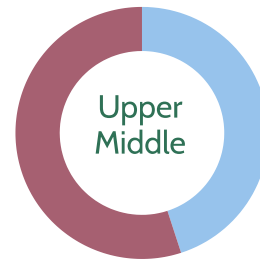
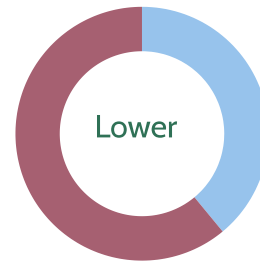
Median



Percentage of all employees receiving a bonus



Gender percentage for Full-time staff in each Quartile



Brief Analysis

At Dillon Eustace a high percentage of female candidates join the Firm as Trainees. The majority of these Trainees qualify with the Firm and over time progress to build careers leading to associate, senior associate and partner positions. In these positions we have close to parity of males and females (52% and 48% respectively), with a clear progression route from this level to salaried partner level. At the salaried partner / head of function level we have a majority of females at 58% and 42% are males.

Our staff are rewarded based on merit and achievements, and all have equal opportunity to develop their skills and progress through the Firm, and this is reflected in our mean pay gap of 7.16%.

For the hourly quartile breakdown:

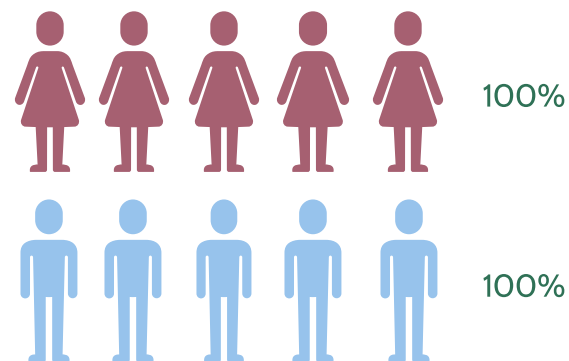
The quartile reporting should be considered in the context of the gender split across the business support functions, which is 77% female and 23% male. 61% and 78% of our female staff are in the lower and lower middle quartiles, which illustrates the number of secretaries and business support staff in the Firm who are female (77%). In the upper and upper middle quartiles, our females are well represented, which illustrates the career progression open to both male and female staff in the legal and professional services roles to progress through the various levels up to partner and head of function level.

Our female population makes up a higher % of staff at the lower quartiles – 69%. The bonus figures with a mean bonus gap of 11% illustrates that we have a greater % of females in the lower quartiles, which impacts the bonus payment payable to female staff, and this is also reflected in the median bonus payment gap of 40%.

The Benefit in Kind Overview

We have a very comprehensive benefits programme which is provided to all our staff which includes life cover, income protection, serious illness cover, health cover, pension membership, a Christmas gift voucher. Some of these benefits carry a benefit in kind, such as serious / critical illness cover, and all staff are included for cover in this scheme. This is reflected in the positive parity statistics for the mean BIK figure of 100% for both males and females.

Proportion of those employees who received Benefits in Kind



→ Next

Summary

At Dillon Eustace we have good representation of female candidates joining the Firm in our legal and professional services roles including our company secretarial functions, with 57% female representation, building careers as they progress to senior associate and partner level, and more experienced company secretarial roles. 58% of salaried partners and heads of function are female.

Employees in our Business Support services are primarily female, at 77%, with the majority at this level in secretarial and administration roles.

In the coming year Dillon Eustace will continue to focus on the following initiatives and programmes:

1. Equality, Diversity and Inclusion initiatives

Continue to focus on creating an inclusive and welcoming working environment, where all individuals are valued and respected. In doing so, we will continue to support our Diversity and Inclusion team initiatives and participate in the various D&I activities throughout the year.

2. Recruitment and Selection

The Firm is committed to fostering a working environment in which outstanding people are attracted to the Firm and given the opportunity for career progression

and development regardless of gender. We value diversity of background and experience at all levels and our recruitment and selection practices will seek to recruit from a diverse talent pool. We work to ensure that no job applicant or employee receives less favourable treatment or is disadvantaged in any way that conflicts with the Firm's values of equality, diversity and inclusion.

3. Learning and Development

In our recruitment process we select the best qualified person for each role to ensure we are providing the highest quality professional service to our clients. Having done so, it is also a priority for the Firm to ensure that this talented pool of staff, regardless of gender, continue to perform to their highest standards and so staff are encouraged and supported to reach their full potential at every stage of their career. Their development is supported through a broad range of internal and external training programmes including our Induction programme; our internal Continuing Professional Development (CPD) programme; our Education Sponsorship programme and our Trainee Solicitor programme; as well as many short-term training courses relevant to respective roles.



→ Next

Summary

4. Career Progression

Key to the success of the Firm and its continuing growth is our investment in our people to develop talent and to give greater clarity and support for career progression. For solicitors, we have in place clear pathways to progress from solicitor to associate to senior associate and to salaried partner which outline the criteria, responsibilities, competencies and expectations required for each level. We do understand that there is a reluctance on the part of some of our female employees to pursue promotion to more senior roles, and this is something that the Firm needs to better understand with a view to encouraging female employees to continue their career progression. To address this issue and to provide an alternative career path for those who may not want to pursue the partner path, we have recently introduced the Of Counsel role, and 80% of those appointed to the position this year were female.

5. Performance and Salary Review processes and Bonus Scheme

Performance and salary review processes and bonus schemes are conducted and continue to be managed in line with our equality, diversity and inclusion principles.

6. Family Friendly Policies

As well as providing for maternity, adoptive and paternity leave, the Firm strongly supports requests for parental leave, parent's leave, to work part-time and other requests for flexibility where it is consistent with our business needs. Compassionate and force majeure leave is also provided to deal with personal and domestic emergencies.



→ Next



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Back to start