



RSM Ireland

# Gender pay gap report 2024





# Introduction

**We know that our people are our greatest strength. We're proud to have created a strong sense of belonging so that people of all identities, backgrounds, and cultures are comfortable bringing their true selves to work.**

Diverse, empowered teams bring a broader range of ideas and insights. We work together with all our stakeholders to make sure our culture always embraces difference and strengthens inclusion. We consider this a business imperative.

Our clients come from all walks of life. We aim to achieve that same diversity of background, experience and perspective in our own teams, so that we can genuinely understand our client's needs.

Fostering inclusion is central to our values with all of us holding a shared responsibility to embed this within our culture. Everyday allyship is one of the ways in which we do this, enabling everyone to belong, thrive and display authentic behaviours with the support of our colleagues.



**Niall May**  
RSM Ireland Managing Partner



I am pleased to introduce RSM Ireland's first gender pay gap report.

RSM operates in an industry that has traditionally experienced a gender imbalance in the workforce, and we have been taking steps to address and improve this disparity. In 2022, we committed to the UN's Women's Empowerment Principles, and we have been actively engaging with our leaders to identify strategies for achieving greater gender balance in senior roles.

Today, I am proud to report that 48% of our people are women, and that this number is growing. Currently we have more women in manager and senior manager level positions than ever before.

While the data published noted areas of strength, it also highlighted opportunities for improvement, particularly around the need to further increase female representation at both director and partner level.

I believe that the progress we have made in attracting more women into the profession, along with our 'grow our own' strategy will help us to build a strong pipeline of female talent for the future. As our women continue to progress in their careers, I am confident we will see a positive impact on our gender balance in senior leadership roles across the firm.

I know that meaningful progress is challenging and will take time but by continuing our efforts, I am confident that we will achieve real, lasting results.

We are truly committed to creating a future which delivers equal opportunities for all genders, and I look forward to sharing our progress on this important journey again next year.



## Composition of our workforce

<b>Male</b>	<b>Female</b>
<b>52%</b>	<b>48%</b>

# Our gender pay gap

## The pay gap explained

The pay gap is different to equal pay. The gender pay gap is a measure of the difference between the average hourly pay rates for men and women, whereas equal pay refers to the pay difference between men and women who carry out the same job or perform work of equal value.

Equal pay for equal work is and always will be, a fundamental principle we uphold.

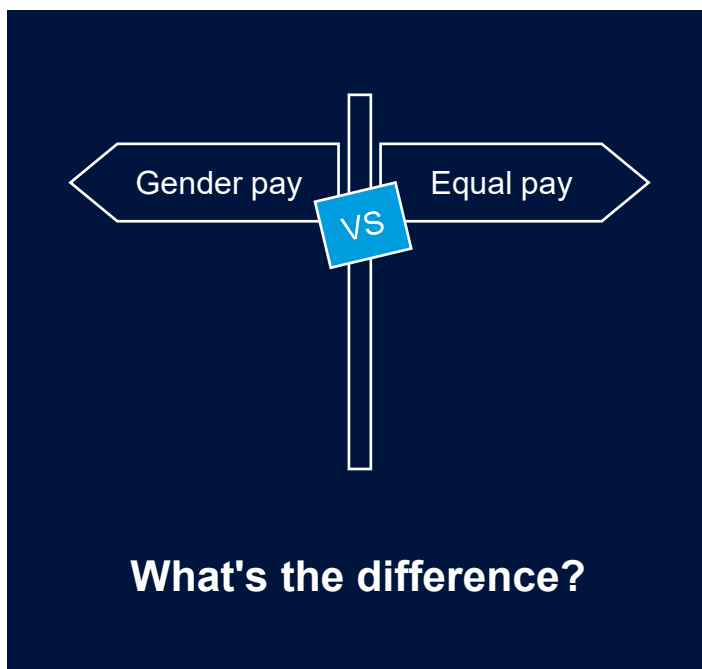
Under Gender Pay Gap Regulations, we are required to report both the mean and median pay and bonus gaps along with pay quartile distribution and the proportion of employees receiving Benefit-in-Kind.

## Calculating the mean

We add up the rates of pay of all men, and the rates of pay of all women, and then divide these figures by the total number in each group. We then report the percentage difference between these two figures as our mean gender pay gap.

## Calculating the median

We list rates of pay for every man and every woman, and we report the middle point of each list as the median. We then report the percentage difference between these two figures as our median gender pay gap.



The below tables illustrate both our workforce composition, and our gender pay gap figures as of 30 June 2024.

**Figure 1: our workforce composition**

Female (F)	Male (M)
48%	52%

**Figure 2: our pay gap**

Pay (all staff)	2024	Pay (part-time staff)	2024 *
Mean pay gap	22.5%	Mean pay gap	-100%
Median pay gap	-16.0%	Median pay gap	-100%

\* All of our part-time staff as of 30 June 2024 were female.

Pay (temporary contracts)	2024
Mean pay gap	-2.5%
Median pay gap	-7.1%

**Figure 3: our bonus gap**

	2024
Mean bonus gap	48.4%
Median bonus gap	33.3%
Percentage of employees receiving a bonus	
Male (M)	38.5%
Female (F)	42.5%

**Figure 4: our hourly pay quartiles**

Quartile Band	Female % of employees	Male % of employees
	2024	2024
Upper quartile	39%	61%
Upper middle quartile	63%	37%
Lower middle quartile	52%	48%
Lower quartile	36%	64%

**Figure 5: our BIK distribution**

Proportion of employees who received BIK	2024
Male (M)	100%
Female (F)	100%

Percentage of employees receiving a bonus



Male  
38.5%

Female  
42.5%

# Key insights

We are proud to report that the gender representation gap across the firm is narrowing, with women now making up 48% of our workforce and men 52% in 2024 (fig. 1), paving the way to build our female talent pipeline for the future.



### Mean and median pay gap (fig. 2):

Our **median** pay gap of -16% reflects the current composition of our workforce, which sees a greater proportion of women in the upper middle pay quartile and a higher representation of men in the lower pay quartile. There are however more men working in the upper pay quartile than women which has resulted in a **mean** pay gap of 22.5% and tells us that we need to do more work to rebalance the number of women employed at director and partner level.



### Bonus distribution (fig. 3):

We are pleased to report that the number of men and women receiving bonuses is almost equal, with slightly more women receiving them in fact. However, the higher number of males in senior roles, particularly at partner level, has resulted in a sizeable gap in bonus distribution.



### Hourly pay quartile distribution (fig.4):

This data illustrates that we are favourably represented by females in our middle upper quartile. The data also highlights that a significantly larger proportion of men fall within the lower pay quartile, which can be attributed to a higher percentage of men in graduate level roles at present. The balance of males and females applying for graduate positions in the Firm can vary year to year, but it is not a trend we envisage continuing in the long-term. It is once again clear that there is an imbalance in the upper quartile, driven by the higher number of men occupying senior-level positions, and this remains a key consideration for the firm.



### BIK distribution (fig. 5):

The gender pay gap reporting obligations relate to the percentage of males and females who receive a benefit-in-kind. All our employees are automatically enrolled in our death in service benefit scheme so this along with some other forms of benefit-in-kind offered, means that an equal number of male and female employees receive a benefit-in-kind.

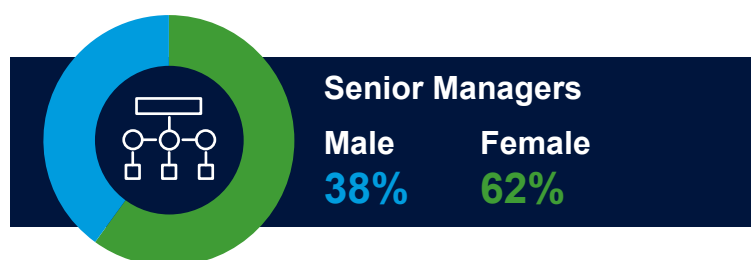
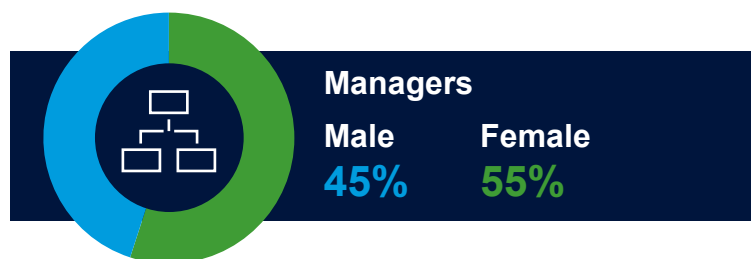


### Key conclusions:

The data indicates we are on the right path in building its female talent pipeline for the future. It is noteworthy that women currently represent 55% of managers and 62% of senior managers, reflecting significant progress toward greater balance in our management tiers.

While a clear challenge remains at both director and partner level, where female representation stands at 36% and 20% respectively, we envisage the progress we have made to date translating into more women advancing to director and partner roles in the medium term. Addressing this challenge remains a priority as we strive for greater equity across both tiers.

As a company, our partners are included as employees in our calculations. If we were however to exclude partners, our metrics would be considerably rebalanced in favour of women, resulting in a mean pay gap of -7.5% and a median pay gap of -26.1%.





# Our action plan



## Talent attraction

**Embedding a gender lens in everything we do to attract talent:**

- Using gender neutral wording in job descriptions and job advertising.
- Aiming for gender balance on our interview panels.
- Working with universities to explore ways to attract more female talent into the profession.
- Deployment of more targeted executive search processes to maximise female candidate pools.



## Talent development

Building a strong female talent pipeline through our 'Grow our own' strategy, focusing on expanding developmental opportunities for our female managers and senior managers.



## Community

Collaborating with relevant institutes to identify strategies for enhancing the development of women in our industry.



## Flexible working

Raising the profile of flexible working across the firm to empower our people to embrace flexible working options.



## Employee engagement

Meaningful engagement with our people as a means of seeking feedback to help us drive change.



## EDI awareness

Implementing unconscious bias and EDI training at management and senior leadership levels.



## Employee benefits

Enhancing our 'Employee Benefits Package' to ensure we can support our workforce through both their personal and professional lives.

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Building a strong female talent pipeline through our 'Grow our own' strategy.

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