

McCANN FITZGERALD

# Delivering Fairness and Equity. Go Further.

Gender Pay Gap Report 2024

Go Further



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# Section 1

## Outline



# Introduction

At McCann FitzGerald LLP, we want a workplace that mirrors the diversity of our wider society. We will go further to foster a work environment where all employees, and in particular women, can thrive.

This is our third annual gender pay gap report and we are reporting a mean hourly gap of 9% and a median hourly gap rate of 0.2% - reporting a decrease in both figures by 34% and 33% respectively. We are proud of that progress, whilst recognising that real sustained change will take time.

This report highlights both the positive strides made and the challenges that remain in achieving gender parity. Our commitment to transparency ensures that we hold ourselves accountable and remain focused on continuous improvement. To address the gender pay gap, we have implemented targeted initiatives aimed at supporting women's career progression within the firm, including mentorship, leadership training and enhanced support programmes.

As we strive towards equity, we recognise that creating a truly inclusive workplace requires ongoing effort and dedication. Again this year our figures reflect the higher representation of females in business support, secretarial and legal admin roles.

Our annual gender pay gap reporting and our target of not less than 40% female partners by 2030 keeps us focused on our action plan to effect real change.



**Stephen Holst**  
Managing Partner

# Our gender balance action plan

At McCann FitzGerald we are committed to advancing female representation in senior leadership roles and in turn closing the gender pay gap.

A number of new initiatives were introduced in the past two years, and we continue to evolve and strengthen our gender action plan. We know that there is much more to do but some early indications of success are that 55% of our Partner promotions in 2024 were female and 50% of those appointed to the role of Of Counsel since its creation 2.5 years ago are female.



## Leadership

We are committed to advancing gender diversity and inclusion at all levels of our firm. We have set ourselves an ambitious target and on-going leadership is required to achieve 40% female partners by 2030. Female promotion and leadership are now a standing agenda item for our firm's leadership.

## Diversity, Equity & Inclusion

Continuing our commitment to fostering a diverse, equitable, and inclusive workplace, we are pleased to announce the appointment of three new partners to spearhead our DE&I efforts: Orlaith Sheehy, Megan Hooper, and Paul Lavery.

For many years partner leadership of our DE&I strategy has enabled us to achieve progress and stride forward. Together with our HR and responsible business teams, they will ensure initiatives are meaningful, impactful, and reach all parts of our firm. They are supported by a passionate team of over 30 colleagues across DE&I sub-committees who bring our strategy to life by hosting learning sessions, organising celebrations, and shaping our policies to make sure our colleagues feel represented and respected. Gender diversity is one of our five strategic objective areas within our DE&I programme.

### Benchmarking

In 2022, we achieved the Bronze accreditation from the Irish Centre of Diversity. In October 2024, we launched the Investors in Diversity all-firm D,E&I survey, reflecting our commitment to creating a positive culture and sense of belonging across the firm. We're delighted to confirm that we have now achieved the Silver accreditation.

### Enhanced family leave and new policies

Following the introduction of four family leave policies last year, we added further policies in 2024 - menopause, gender identity and expression, medical care and domestic violence leave, recognising the realities and needs of our people outside the workplace. 80 employees (60% female, 40% male) have availed of family leave in the last 12 months.

### Menopause awareness

In November this year we hosted a firmwide information and question session relating to Menopause. We covered the topics of menopausal transition, symptoms and signs of perimenopause/menopause and options for management and long-term health. Our menopause policy was also launched at this time.



### MF Evolve

Our maternity support programme offers support for expectant mothers and adoptive parents, ensuring that those going on maternity or adoption leave receive the necessary resources and assistance. The programme also delivers training to our partners and senior leaders around supporting colleagues on their return from leave. In 2024, we expanded our coaching panel to now offer individual and group support sessions to returning mothers.

### MF ConneX

This mentorship programme is designed to support our senior female associates in aligning their careers paths with their personal ambitions and professional goals. Nineteen women have now graduated from this programme and four have been promoted since completing the programme.

**“Our goal is not just to close the gender pay gap but also to cultivate an environment where every individual feels valued and empowered to go further.”**

**Sarah Begley**  
Director of HR &  
People Development



## International Women's Day

To highlight the importance of gender equality to our employees, clients and society, we celebrated IWD with several events:

- As part of our partnership with the Shona Project, we welcomed 60 girls aged 15–17 from across Ireland, identified as future leaders, to The Shona Project Annual Summit which was hosted in our Riverside One office.
- We welcomed a panel discussion with notable figures such as Deborah Threadgold, Noeline Blackwell, and Dr. Sinead Kane on advancing gender equality in business, sport, and society.
- We hosted our annual International Women's Day client lunch, featuring speakers Sonya Lennon, Brian Pennie, PhD, Tammy Darcy and musician Tolü Makay.





Our achievements

**55%** 

of partner promotions in June 2024 were women.



**34%**

of our partners are female.

**4** 

Launched four new policies to support DE&I in the firm.

**70%**

of our firm completed a DE&I awareness course.

**80**

employees have availed of family leave (60% female and 40% male).

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## **Section 2** **Our Findings**



# Remuneration

In accordance with the Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (section 20A) Gender Pay Gap Information (Amendment) Regulations 2024, this section shows the difference in mean and median hourly remuneration of all male and female employees in McCann FitzGerald LLP, regardless of their role or seniority.

It also shows the difference in mean and median hourly remuneration of male and female employees who work part-time and who are engaged on temporary contracts of employment. This is not a comparison of how much we pay men and women in the same or similar roles (equal pay).

The results for employees engaged on temporary contracts include our trainees who are contracted for their period of professional training.

The data relates to employees in the firm as at the snapshot date of 28 June 2024 and their pay for the preceding 12 months. We have explained our approach to partners on page 14.

<b>Pay gap</b> All employees <small>(i.e including full time, part-time and temporary contract employees)</small>	<b>2024</b>	<b>2023</b>
Difference in mean hourly remuneration of males and females	9.0%	13.7%
Difference in median hourly remuneration of males and females	0.2%	0.3%

<b>Pay gap</b> Part-time employees only		
Difference in mean hourly remuneration of males and females	3.2%	-155.4%
Difference in median hourly remuneration of males and females	29.8%	-87.7%

<b>Pay gap</b> Temporary contract employees only		
Difference in mean hourly remuneration of males and females	-3.8%	-0.2%
Difference in median hourly remuneration of males and females	-2.3%	0.5%

This section shows mean and median bonus remuneration of all male and female employees in McCann FitzGerald LLP, regardless of their role or seniority. It also shows the proportion of male and female employees that received bonus remuneration and benefits-in-kind as well as the proportion of male and female employees in four equally divided pay quartiles.



The inclusion of the Christmas bonus, which is paid to almost all employees regardless of role, substantially skews the numbers in relation to bonuses that are presented. This is because we are required to report all bonuses together.

### Bonus pay gap All employees



(i.e including full time, part-time and temporary contract employees)

	2024	2023
Difference in mean bonus pay of males and females	38.9%	47.7%
Difference in median bonus pay of males and females	15.2%	25.5%

### Bonus and BIK

	2024		2023	2024		2023
Percentage of employees paid a bonus by gender	84%	84%	85%	85%		
Percentage of employees receiving benefit in kind by gender	54%	50%	57%	54%		

### Quartile pay bands

	2024		2023	2024		2023
Lower remuneration quartile	43%	34%	57%	66%		
Lower middle remuneration quartile	31%	29%	69%	71%		
Upper middle remuneration quartile	30%	26%	70%	74%		
Upper remuneration quartile	46%	46%	54%	54%		

# Understanding the gap

On the snapshot date of 28 June 2024, 63% of our employee population was female and 37% were male.

Our employee numbers on the snapshot date were slightly up on last year by 1.5%.

Our gender pay gap (Hourly rate: Mean 9% and Median 0.2%) is once again predominantly due to the higher representation of women in roles such as secretarial, business support and legal administration. Due to our strong employee retention rates, particularly in the roles mentioned above, this structural feature will continue to be a driving factor in our gender pay gap figures.

At the snapshot date, 61% of our most senior employee roles, legal and non-legal, were held by females.

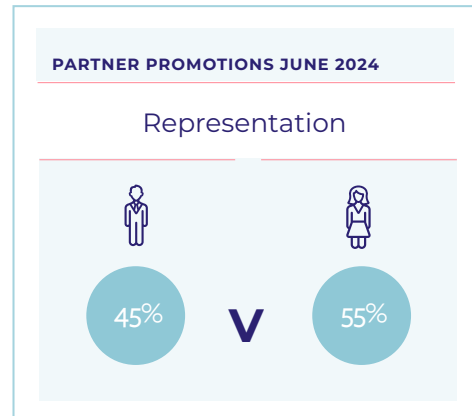
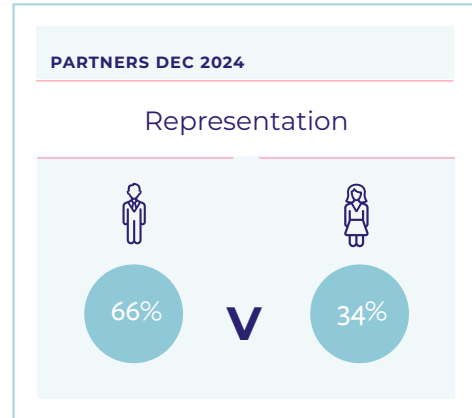
Our part-time figures show a mean hourly rate of 3% and a median hourly rate of 30%, this is due to the low number of men working in part-time roles with the firm.

A substantial reason a bonus pay gap exists on mean and median figures is because there is a greater proportion of women in non-solicitor roles which do not qualify for an annual solicitor performance bonus.

Our bonus calculation includes the payment of the Christmas bonus week that our employees, both male and female, receive.

Despite the gender pay gap, male and female employees across our business receive equal pay for equal work.

Gender breakdown by level	Role		
	Consultant/Director/Head of Function	4	8
Solicitor (Including Salaried Partners)	85	110	
Trainee	54	65	
Legal Executive/Project Assistant	14	36	
Business Support/Secretary/Legal Admin	48	123	
	<b>205</b>	<b>342</b>	



## Our partners

At McCann FitzGerald LLP, we are dedicated to fostering gender equality to create a diverse and inclusive workplace, focussed on supporting our people to achieve their ambitions.

The vast majority of our partners are equity partners (self-employed rather than salaried partners or employees) and thus outside the scope of the Gender Pay Gap Information Act 2021. Equity partner pay is based on the financial outcome in a given financial year and so our pay gap partner figures are based on the results of the financial year ending on 30 April 2024.

Our partnership is predominately a lockstep partnership, which means profits are distributed by tenure. The gap broadly reflects the demographic composition of our partnership over a number of years.

Our ambition and target is that by 2030, we will have not less than 40% female partners.

In June 2024, we promoted 11 new partners, 55% of which were female. As of December 2024, our partnership gender profile is 66% male / 34% female.

# Gender pay gap reporting explained

Equal pay and the gender pay gap are not the same.

Gender pay gap focuses on the representation of women and men in roles across all levels in an organisation.

Equal pay on the other hand deals with any pay differences between women and men who carry out equal work. Equal pay is protected by Irish equality legislation.

The gender pay gap as calculated refers to the difference between what is earned by women and men based on gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or working pattern but all the men and all the women regardless of their role. The gender pay gap is expressed as a percentage of men’s earnings.

A gender pay gap does not indicate discrimination or bias, or even an absence of equal pay for equal value work – but it may report a gender representation gap and may capture gender demographics across the organisation – so for example, if there is an over representation of women in lower paid positions in the organisation, the gender pay gap is usually wider.

**DEFINITION**

**Gender pay gap** **V** **Equal pay**

Difference in gross hourly pay of women compared to men, such that it captures whether women are represented evenly across an organisation.

Women and men should receive equal pay for equal work.

**CALCULATION**

Gender pay gap calculation

Sum of **men's** hourly rate of pay **V** Sum of **women's** hourly rate of pay

÷ ÷

Total number of **men** Total number of **women**

**DEFINITION**

**Mean** **V** **Median**

The mean hourly wage is the average hourly wage in an organisation. It is the arithmetic mean of a set of numbers.

The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle. It is not skewed by exceptionally high or low values.

**“We know that driving improved gender balance leads to better business performance.”**

**Stephen Holst**  
Managing Partner





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Such advice should always be taken before acting on any of the matters discussed.

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