



## Group Newsletter

Volume 1

# Welcome to our website and our group news section, here is an introduction to our management team...

Originally founded in 1978, Beechfield Care Group became a Partner of the IMMAC group (Germany) in 2017. The Care Group provides a strong management team with many years of experience in the healthcare sector.

"Our Vision is to deliver kind, compassionate care, based on the individual's needs, achieving everyday excellence driven by innovation and value for money."

Beechfield Care Group deliver high quality resident/client centred care across the Group in residential settings. The Group strives to maintain a culture of openness, honesty and mutual respect through the empowerment and support of all our staff. Responsible for well established nursing homes with excellent governance structures and reputation, the expertise and long experience of Beechfield Care group is key for IMMAC's growth and expansion in the Irish Market.

The Management team, Sarah McMickan (CEO), Simon Balfe (Director of Operations), Paul Tarbey (Group HR Manager) and Brendan Corbett (Group Financial Controller)

Sarah MacMickan and Simon Balfe are Directors of Beechfield Care Group (operating company) and Simon Balfe is the Registered Provider Representative (RPR) for the Nursing Homes in the Group.

Beechfield Care Group is a well-established group of professionals with many years' experience providing care within nursing homes and healthcare. Our founding nursing home has been providing care in the local community for 32 years, and the group has and continues to grow and expand in this area of care.

Sarah McMickan Chief Executive Officer is a nurse by profession and held Director of Nursing roles over 13 years in nursing homes and acute hospitals across Ireland, she was Director of Nursing in Tallaght Hospital and Deputy CEO in Tallaght Hospital prior to joining Beechfield Care Group as Chef Executive in 2015.

Paul Tarbey joined the company in October 2023 and Brendan Corbett has been with the company since 2022. Director of Operations Simon Balfe has many years of experience in nursing homes and has been with the company since 2021

The team, who are based in Mount Hybla House HQ in Castleknock, provide support and reassurance to the staff in the groups nursing homes while ensuring that high standards of care are provided.



## FUNDING YOUR CARE

Making the decision to move to residential care is a big one. And, whereas our staff and facilities help to make the transition as seamless as possible, there are financial aspects to consider also.

The Nursing Homes Support Scheme, better known as 'Fair Deal Funding' or "Fair Deal Scheme" is a scheme of financial support for people who need long-term nursing home care.

Under the scheme a contribution is made by the resident with the State paying the balance. This applies to private, public or voluntary arrangements. One of the great benefits of the scheme is that residents can choose the nursing home in Ireland they wish to stay/reside in. There are three steps in applying for the scheme. Step 1 and 2 apply to everyone with step 3 being an optional step:

Step 1: A Care Needs Assessment will be carried out by a healthcare professional which will determine whether or not residential care is required.

Step 2: The application for State support takes place with a financial assessment to determine care contributions.

Step 3 (optional): This is to be completed should the resident require a Nursing Home Loan (or "Ancillary State Support")

The HSE has a comprehensive section on its website for fuller, more in-depth information. You can also ask us about the scheme at consultation stage.

## What you can expect of us

We will develop your Personal Care Plan to identify and assess all of your needs. We also develop and discuss with you a detailed plan of how the Care Team will meet those needs. Your needs may change over time and so we will regularly review your Personal Care Plan to make sure that it continues to meet your needs and that it assists you in living to your full potential.

Our goal is to provide excellent care in order to maximize your comfort, companionship and quality of life in a homely environment in which dignity, independence, respect, confidentiality and privacy are maintained.

Our commitment to excellent care is underpinned by education and training of our staff and supported by policies, procedures, and protocols.

You have the right to receive and to access information about your needs, your human rights, your medical and general health condition, your treatment options and your care providers, as well as any personal information we hold about you, in a way that you can fully understand, at any time you choose – so that you can make independent and informed choices.

However, you also have the right to decide how much, or how little, information you wish to receive. We will discuss this with you, and we will act on your wishes.



*We have highly trained staff on all levels in our organization.*

## Introduction

This report presents the company's gender pay gap for the 12-month period ending on our snapshot date of 30/06/2025, in accordance with the Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, as amended. The analysis includes all employees employed by the company on that date.

The gender pay gap measures the difference in average hourly remuneration between men and women across the entire workforce. It is not a measure of equal pay, which is a statutory requirement ensuring that men and women receive the same pay for the same work or work of equal value.

## Workforce Profile

On 30/06/2025, the company employed 70 employees:

48 women (approx. 69%)

22 men (approx. 31%)

This gender distribution is typical of the residential care sector, where many frontline and support roles are female-dominated.

## Gender Pay Gap Results

	Formula	Workings	Result
Average Male Pay	AVERAGE(Male Pay)		15.43
Average Female Pay	AVERAGE(Female Pay)		16.00
Median Male Pay	MEDIAN(Male Pay)		14.29

Median Female Pay	MEDIAN(Female Pay)		14.65
Mean hourly Pay Gap	<u>Average Male Pay - Average Male Pay</u> X100 Average Male Pay	<u>15.43-16.00</u> X100 15.43	-3.72%
Median hourly Pay Gap	<u>Median Male Pay- Median Female Pay</u> X100 Median Male Pay	<u>14.29-14.65</u> X 100 14.29	-2.53%
Average Part Time Male Pay	AVERAGEIF(Male Pay,"Part Time",Part time)		14.51
Average Part Time Female Pay	AVERAGEIF(Female Pay,"Part Time",Part time)		15.28
Median Part Time Male Pay			14.51
Median Part Time Female Pay			14.48
Mean hourly Pay Gap Part Time	<u>Average Part Time Male Pay - Average Part Time Female Pay</u> X100 Average Part Time Male Pay	<u>14.51-15.28</u> X100 14.51	-5.34%
Median hourly Pay Gap Part Time	<u>Median Part Time Male Pay- Median Part Time Female Pay</u> X100 Median Part Time Male Pay	<u>14.51-14.48</u> X 100 14.51	0.21%

All calculations follow the statutory requirement to use total remuneration and total hours worked from 1 July 2024 to 30 June 2025 for employees employed on the snapshot date.

### All Employees

Mean gender pay gap: -3.72%

(Women earn 3.72% more than men on average.)

Median gender pay gap: -2.53%

(The median woman earns 2.53% more than the median man.)

### **Part-Time Employees**

Mean gap: -5.34%

(Female part-time employees earn 5.34% more on average.)

Median gap: +0.21%

(Women earn slightly less at the median — a very small difference.)

### **Temporary Employees**

The company had no temporary or fixed-term employees during the reporting period.

This metric is therefore not applicable.

### **Bonus Pay and Benefits-in-Kind**

No employees received bonus remuneration or benefits-in-kind during the reporting period.

Therefore:

Mean bonus gap: 0%

Median bonus gap: 0%

% receiving bonuses: 0% men | 0% women

% receiving BIK: 0% men | 0% women

#### Gender Representation Across Pay Quartiles

	<b>Formula</b>	<b>Q1-Lower</b>	<b>Q2-Middle</b>	<b>Q3-Upper-middle</b>	<b>Q4-highest paid</b>
<b>Male employees</b>	COUNTIF(F:F,"Male")	0	10	7	5
<b>Female Employees</b>	COUNTIF(F:F,"Male")	17	7	11	13
<b>Percentage of Male Employees</b>	<u>Male Employees</u> (Male+Female Employees)	0%	59%	39%	28%
<b>Percentage of Female Employees</b>	<u>Female Employees</u> (Male+Female Employees)	100%	41%	61%	72%

Quartile % Female % Male

Q1 – Lower 100% female 0% male

Q2 – Lower-Middle 41% female 59% male

Q3 – Upper-Middle 61% female 39% male

Q4 – Highest Paid 72% female 28% male

Women are well represented at all pay levels and make up a significant portion of the workforce in the highest-paid quartile.

#### Reasons Behind the Gender Pay Gap

The company's gender pay gap results show that women earn slightly more than men on average. The reasons for these outcomes include:

#### 1. Workforce Composition

The majority of roles in frontline care, household, and catering are held by women. Many of these roles have consistent pay structures that provide stable hourly rates for the female majority.

#### 2. Role Distribution by Gender

In several higher-paid job categories - including clinical, administrative, and supervisory positions - women are well represented, contributing to a negative (female-favouring) pay gap.

#### 3. Quartile Movement

Women dominate the lower quartile but also occupy the majority of roles in the upper-middle and upper quartiles. The workforce mix naturally influences average and median pay levels.

#### 4. Part-time Workforce Patterns

Part-time roles are primarily held by women, many of whom occupy stable or higher-rated care roles, influencing the part-time mean and median gaps.

The company has no evidence of unlawful unequal pay. The small negative gaps arise from workforce structure rather than discriminatory pay practices.

#### **Actions to Support Gender Balance and Equity**

Even though the gender pay gap currently favours female employees, the company remains committed to fairness, transparency and ongoing improvement. We will continue to:

#### 1. Maintain objective, role-based pay structures

Ensure that pay rates remain based on clear factors such as qualifications, experience, and responsibility.

**2. Monitor recruitment and progression**

Review gender representation in promotions and higher-paid roles to ensure equal access for men and women.

**3. Support development and internal career pathways**

Enhance training and development opportunities for employees seeking progression into more senior roles.

**4. Review gender pay annually**

Track trends in pay and workforce composition to ensure any emerging gaps are addressed proactively.

The company is committed to fostering an inclusive, transparent, and equitable workplace where employees are rewarded fairly.