



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 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 outlines the company's gender pay gap for the 12-month period ending on the snapshot date of 30/06/2025, in compliance with the Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, as amended. All employees employed on the snapshot date are included in the analysis.

The gender pay gap reflects the difference in average hourly pay between men and women across the workforce. It does not measure equal pay for equal work, which is a legal requirement the company fully upholds.

Workforce Profile

On 30/06/2025, the company employed 84 employees, comprising:

54 women (64%)

30 men (36%)

This gender profile is broadly consistent with the demographic composition of the residential care sector in Ireland.

Gender Pay Gap Results

	Formula	Workings	Result
Average Male Pay	AVERAGE(Male Pay)		16.54
Average Female Pay	AVERAGE(Female Pay)		17.05
Median Male Pay	MEDIAN(Male Pay)		14.60
Median Female Pay	MEDIAN(Female Pay)		14.64

Mean hourly Pay Gap	$\frac{\text{Average Male Pay} - \text{Average Female Pay}}{\text{Average Male Pay}} \times 100$	$\frac{16.54 - 17.05}{16.54} \times 100$	-3.04%
Median hourly Pay Gap	$\frac{\text{Median Male Pay} - \text{Median Female Pay}}{\text{Median Male Pay}} \times 100$	$\frac{14.60 - 14.64}{14.60} \times 100$	-0.30%
Average Part Time Male Pay	AVERAGEIF(Male Pay,"Part Time",Part time)		15.74
Average Part Time Female Pay	AVERAGEIF(Female Pay,"Part Time",Part time)		17.27
Median Part Time Male Pay			15.74
Median Part Time Female Pay			15.59
Mean hourly Pay Gap Part Time	$\frac{\text{Average Part Time Male Pay} - \text{Average Part Time Female Pay}}{\text{Average Part Time Male Pay}} \times 100$	$\frac{15.74 - 17.27}{15.74} \times 100$	-9.75%
Median hourly Pay Gap Part Time	$\frac{\text{Median Part Time Male Pay} - \text{Median Part Time Female Pay}}{\text{Median Part Time Male Pay}} \times 100$	$\frac{15.74 - 15.59}{15.74} \times 100$	0.97%

All calculations are based on pay and hours worked during the period 01/07/2024 to 30/06/2025, as required by legislation.

All Employees

Mean gender pay gap: -3.04%
(Women earn 3.04% more than men on average.)

Median gender pay gap: -0.30%
(The median woman earns slightly more than the median man.)

Part-Time Employees

Mean part-time gender pay gap: -9.75%

Registered address: Mount Hybla Private Nursing Home Ltd, White's Road, Castleknock Dublin D15 Y977. **Registration Number:** 9787096M

(Female part-time employees earn 9.75% more on average.)

Median part-time gender pay gap: +0.97%

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

These results are affected by the distribution of part-time male employees who occupy a limited number of specific roles, with the small cohort magnifying statistical differences.

Temporary Employees

The company employed no temporary or fixed-term employees during the reporting period. This section is therefore not applicable.

Bonus Pay and Benefits-in-Kind

The company did not issue bonus payments or provide benefits-in-kind to any employees during the reporting period.

Accordingly:

Mean bonus gap: 0%

Median bonus gap: 0%

% receiving bonuses: 0% men | 0% women

% receiving BIK: 0% men | 0% women

Gender Distribution Across Pay Quartiles

	Formula	Q1-Lower	Q2-Middle	Q3-Upper-middle	Q4-highest paid
Male employees	COUNTIF(F:F,"Male")	0	16	6	8
Female Employees	COUNTIF(F:F,"Male")	21	5	15	13
Percentage of Male Employees	$\frac{\text{Male Employees}}{\text{Male+Female Employees}}$	0%	76%	29%	38%

Percentage of Female Employees	Female Employees (Male+Female Employees)	100%	24%	71%	62%

Quartile % Female % Male

Q1 – Lower 100% female 0% male
Q2 – Lower-Middle 24% female 76% male
Q3 – Upper-Middle 71% female 29% male
Q4 – Highest Paid 62% female 38% male

Women are strongly represented across all quartiles, including within the highest-paid group. The quartile distribution reflects the overall workforce mix and contributes to the pay gap favouring women.

Reasons Behind the Gender Pay Gap

The company's gender pay gap results show a slight pay advantage for women overall. The main drivers are:

1. Sector-Standard Workforce Composition

Women make up the majority of employees in roles such as care, household, and catering. These roles have consistent pay scales and high female representation, strongly influencing overall averages.

2. Men Concentrated in Specific Pay Bands

Male employees are more represented in the second quartile, which contains roles with distinct pay patterns. The concentration of men at certain pay levels reduces male averages relative to the largely female upper-middle and upper quartiles.

3. Female Representation Across Senior Roles

Women occupy a significant proportion of higher-paid clinical, supervisory, and administrative roles, contributing to the negative (female-favouring) gap.

4. Part-Time Pay Differences Explained by Role Type

A number of female part-time employees work in roles with higher hourly rates, while part-time male employees are fewer in number and concentrated in narrower role types.

There is no evidence of unequal pay between men and women performing the same work. The observed gaps are driven by structural workforce patterns, not pay inequality.

Measures to Promote Gender Balance and Equality

Although the gender pay gap currently favours women, the company remains committed to transparent, equitable and inclusive employment practices. Over the coming year, we will continue to:

1. Maintain Transparent Pay Structures

Ensure all pay rates remain grounded in objective, role-based criteria such as responsibility, qualifications and experience.

2. Monitor Gender Representation in Senior and Higher-Paid Roles

Review internal promotion and recruitment data to ensure equal access for men and women across pay bands.

3. Strengthen Training and Development Pathways

Enhance access to learning opportunities and career progression routes for all employees, regardless of gender or working pattern.

4. Conduct Annual Gender Pay Reviews

Monitor trends year-on-year to identify any emerging issues and take corrective action where necessary.

The company remains committed to supporting a fair, respectful and inclusive workplace in which employees are rewarded based on their contribution and capability.