



## 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 sets out the company's gender pay gap for the 12-month period ending on our snapshot date of 30/06/2025, in line with the Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, as amended. It covers all employees employed by the company on 30/06/2025.

The gender pay gap is not the same as equal pay. Equal pay is a legal requirement ensuring men and women receive the same pay for the same work or work of equal value. The gender pay gap reflects the difference in average hourly pay between all men and all women across the workforce, regardless of role or seniority.

## Workforce Profile

On 30 June 2025, the company employed 62 employees, comprising:

48 women (77%)

14 men (23%)

The gender profile broadly reflects sector trends within residential care settings, where frontline roles are predominantly occupied by women.

## Our Gender Pay Gap Results

	Formula	Workings	Result
Average Male Pay	AVERAGE(Male Pay)		15.09
Average Female Pay	AVERAGE(Female Pay)		16.82

Median Male Pay	MEDIAN(Male Pay)		14.19
Median Female Pay	MEDIAN(Female Pay)		14.96
Mean hourly Pay Gap	$\frac{\text{Average Male Pay} - \text{Average Male Pay}}{\text{Average Male Pay}} \times 100$	$\frac{15.09 - 16.82}{15.09} \times 100$	- 11.48%
Median hourly Pay Gap	$\frac{\text{Median Male Pay} - \text{Median Female Pay}}{\text{Median Male Pay}} \times 100$	$\frac{14.19 - 14.96}{14.19} \times 100$	-5.43%
Average Part Time Male Pay	AVERAGEIF(Male Pay,"Part Time",Part time)		13.90
Average Part Time Female Pay	AVERAGEIF(Female Pay,"Part Time",Part time)		15.39
Median Part Time Male Pay			13.90
Median Part Time Female Pay			14.44
Mean hourly Pay Gap Part Time	$\frac{\text{Average Part Time Male Pay} - \text{Average Part Time Female Pay}}{\text{Average Part Time Male Pay}} \times 100$	$\frac{13.90 - 15.39}{13.90} \times 100$	- 10.67%
Median hourly Pay Gap Part Time	$\frac{\text{Median Part Time Male Pay} - \text{Median Part Time Female Pay}}{\text{Median Part Time Male Pay}} \times 100$	$\frac{13.90 - 14.44}{13.90} \times 100$	-3.84%

The calculations are based on total pay and total hours worked during the period 01/07/2024 - 30/06/2025, in accordance with the statutory methodology.

### **All Employees**

Mean gender pay gap: -11.48%

(Women earn 11.48% more than men on average.)

Median gender pay gap: -5.43%

(The median woman earns 5.43% more than the median man.)

### **Part-Time Employees**

Mean gender pay gap (part-time): -10.67%

Median gender pay gap (part-time): -3.84%

### **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**

The company paid no bonuses and provided no benefits-in-kind during the 12-month period.

As a result:

Mean bonus gap: 0%

Median bonus gap: 0%

% receiving bonuses: 0% men | 0% women

% receiving BIK: 0% men | 0% women

### Pay Quartiles

	Formula	Q1- Lower	Q2- Middle	Q3- Upper- middle	Q4- highest paid
Male employees	COUNTIF(F:F,"Male")	0	7	6	1
Female Employees	COUNTIF(F:F,"Male")	15	8	10	15
Percentage of Male Employees	<u>Male Employees</u> (Male+Female Employees)	0%	47%	38%	6%
Percentage of Female Employees	<u>Female Employees</u> (Male+Female Employees)	100%	53%	63%	94%

When employees are ranked by hourly pay and divided into four equal groups, the gender distribution is:

Quartile Male Female % Male % Female

Lower Quartile (Q1) 0 15 0% 100%

Lower-Middle Quartile (Q2) 7 8 47% 53%

Upper-Middle Quartile (Q3) 6 10 38% 63%

Upper Quartile (Q4) 1 15 6% 94%



Women are strongly represented in all quartiles, including the highest-paid group.

### **Reasons for Our Gender Pay Gap**

From the company's analysis, the main factors influencing the gender pay gap at SGNH are:

#### **1. Workforce composition and role mix**

Women make up the majority of the workforce and hold a wide range of roles across the organisation, including higher-paid clinical and supervisory positions.

#### **2. Representation across pay quartiles**

Women represent 94% of the highest-paid quartile, which increases the average female hourly rate relative to men.

#### **3. Small male population**

With only 14 men employed, a small number of male employees in specific roles has a proportionally large impact on the overall averages.

#### **4. Working patterns**

Female part-time employees hold a mixture of roles with higher hourly rates, while part-time male employees are fewer and concentrated in lower-paid functions.

The company has no evidence of unequal pay practices. The observed pay gaps reflect structural workforce patterns rather than discriminatory pay.

### **Measures to Reduce the Gender Pay Gap**

Although the gender pay gap currently favours women, the company is committed to fairness, inclusion and continuous improvement. Over the coming year, the company will:

**1. Maintain transparent, role-based pay structures**

Continue to base pay on clear criteria such as role responsibilities, qualifications and experience.

**2. Monitor recruitment and promotion decisions**

Track gender representation in higher-paid roles to ensure equitable access to progression.

**3. Strengthen development pathways**

Support employee access to training and development opportunities to progress into more senior or specialist roles.

**4. Conduct annual reviews of gender pay data**

Monitor trends and take action where necessary to maintain equity.

The company is committed to fostering an inclusive, fair and supportive workplace in which all employees can develop, progress and be rewarded based on their contribution.