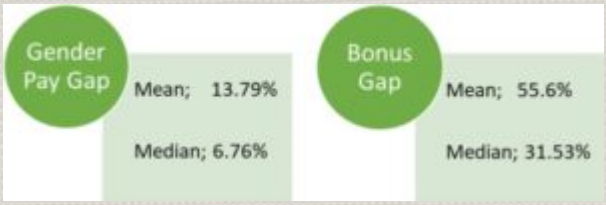
Liffey Meats

Gender Pay Gap Statement 2023

Head Office Address: Oldcastle Road, Ballyjamesduff, Co. Cavan, A82 N766
Nature of Business: Meat Processing
Snapshot Date: 30 June 2023

At the snapshot date of 30th June 2023, the Liffey Meats workforce was made up of 24.8% females and 75.2% males.



The proportion of employees who received a bonus in the 12 months preceding the snapshot date were – Female 23.34% and Male 27.18%.

The proportion of males and females in each quartile pay band:

Band	Males	Females	Description
1	*90.75%*	*9.25%*	***Includes all employees whose standard hourly rate places them in the upper quartile***
2	*74.00%*	*26.00%*	***Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile***
3	*68.90%*	*31.10%*	***Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median***
4	*67.00%*	*33.00%*	***Includes all employees whose standard hourly rate places them in the lower quartile***

It is worthwhile to note that in our industry it can be challenging to attract those of the female gender as the processing element of the business is not always a suitable working environment. Subsequently, only 24.8% of the workforce is of the female gender predominately due to the nature of the business.

Even though there is a gap, at Liffey Meats, every individual is paid for the role they perform, and no other factor determines their remuneration. The underlying difficulty is attracting qualified individuals to such roles. Liffey is an equal pay employer – men and women performing equal work receive equal pay. There is a Mean Pay Gap of 13.79% (Reduced from 18.13% in 2022), is predominately because the most senior positions within the company have been occupied for a considerable period and have a specific knowledge of the beef industry. The Median gap of 6.76% (Reduced from 7.21% in 2022), can also be attributed to the same reason as above and since it is generally a male dominated industry.

The Bonus pay gaps have also been reduced; The Mean gap from 70.2% in 2022 to 55.6% and the Median gap from 62.4% to 31.53% while the number of females receiving a bonus has increased from 22% in 2022 to 23.34% in 2023.

LIffey Meats Action Plan.

Liffey Meats plans include:

Recruitment & Retention

Liffey Meats has actively developed our interview skills training to reduce any possibility of potential bias and seek to be more conscious about hiring females and a broader diversity of talent. Liffey Meats is committed to providing more females with an opportunity to join and progress within the business.

Return to Work Programme

To support those returning from long term leave which can entail flexible working hours and shift patterns.

I confirm that the information and data reported is accurate as at the snapshot of 30th June 2023

Anthony Lyons:

HR Manager