

Clontarf Hospital Gender Pay Gap Report 2024

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(1) What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of all men compared with the average hourly wage for all women across a workforce.

It compares the pay of all working men and women: not just those in similar jobs, with similar working patterns, or with similar competencies, qualifications, or experience.

The gender pay gap is different to equal pay which means paying women and men the same salary for performing the same, similar or equivalent work. You can have a gender pay gap but not have an equal pay issue.

(2) Purpose

The purpose of this document is to present the metrics as set out in the Gender Pay Gap Information Act 2021 which requires organisations with over 250 employees to report on their hourly gender pay gap across a range of metrics. The legislation also includes metrics relating to Bonus Payments and Benefit in Kind but these are not relevant to HSE funded Section 38 agencies and are therefore excluded.

In publishing the report, we aim to provide an understanding of the context of the findings of this report and also provide information on how we, as an organisation, support gender equality and demonstrate our commitment to equal opportunities for staff across the Hospital.

It is important to note that our pay scales in Clontarf Hospital are as per the HSE consolidated pay scales and are determined nationally by the Department of Health, undifferentiated by gender. We do not have the autonomy to deviate from these pay scales and we are governed by national framework agreements in relation to the application of pay scales in Clontarf Hospital. The hospital pays in accordance with the HSE consolidated pay scales and does not discriminate on the basis of gender.

(3) Reported Metrics

The Clontarf Hospital Gender Pay Gap report is based on data as of the 30th June 2024.

Employers are required to report the following key pieces of gender pay gap data on an annual basis:

1. The mean hourly gender pay gap for all employees, part-time employees and temporary contract employees.
2. The median hourly gender pay gap for all employees, part-time employees and temporary contract employees.
3. The percentage of male and female employees in each of four equally divided quartiles based on their hourly rate of pay (expressed as lower, lower middle, upper middle and upper quartiles).

(4) Understanding Key Metrics

The Gender Pay Gap

The gender pay gap is the difference on average across a population between men's and women's pay. The gender pay gap is represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse that, on average, men are in a less favourable position than women.

The Mean Pay Gap

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire Hospital.

The Median Pay Gap

The median pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man). 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.

Reporting periods

In compliance with the Act, Clontarf Hospital publishes its Gender Pay Gap Report below, which is a 'snapshot' date from the month June 2024. The report is based on the last 12 months directly preceding that date, as well as the selected date itself. For the report, the date that Clontarf Hospital has chosen is 30th June 2024.

Headcount on 30th June 2024

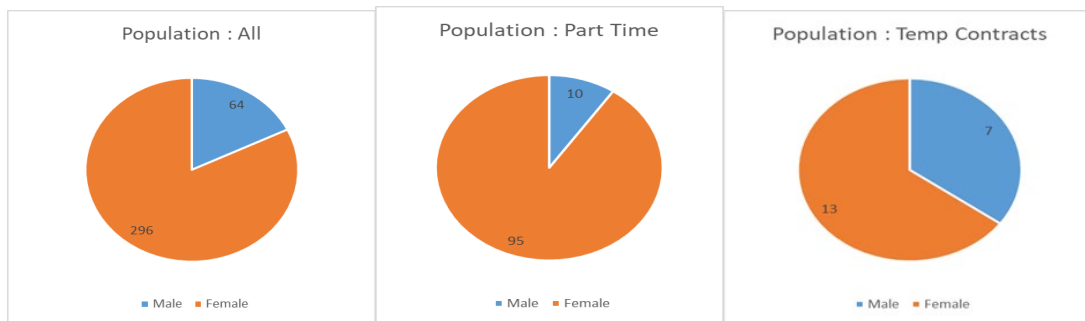
We included all Clontarf Hospital employees with an active contract within the reporting periods. The number of active contracts receiving at least one payment during the reporting period was 360.

(5) Outputs for Clontarf Hospital

The gender profile of our current workforce is predominantly female at 82.2% of the overall workforce at the time of this report. This report shows the difference between the average earnings of men and women, expressed relative to men's earnings.

	Population	Male	Female
ALL	360	64	296
		17.8%	82.2%
PART TIME	105	10	95
		9.5%	90.5%
TEMP CONTRACT	20	7	13
		35.0%	65.0%

Entity :	Clontarf Hospital
Payroll Company :	All companies for this entity
Gender Pay Gap by :	
	Mean Median
Hourly Rate All	-10.63% -27.37%
Hourly Rate Part Time	-38.60% -35.34%
Hourly Rate Temp Contractor	-9.34% -3.91%



Population by Pay - Quartiles

	Upper Quartile		Upr Mid Qtr		Lwr Mid Qtr		Lower Quartile	
Male	12	13.3%	8	8.9%	17	18.9%	27	30.0%
Feamale	78	86.7%	82	91.1%	73	81.1%	63	70.0%
Total	90		90		90		90	

Gender Data Analysis

The overall mean gender pay gap is -10.63% (the difference between men’s and women’s mean hourly wage). The overall median gender pay gap is -27.37% (the difference between the middle-paid man and middle paid woman). There were 360 employees overall during the period. 82.2% of the overall workforce is female and 17.8% is male.

The part-time mean gender pay gap is -38.60% (the difference between men’s and women’s mean hourly wage) and the overall median gender pay gap for part-time staff is -35.34% (the difference between the middle-paid men and middle paid woman). There were 105 part time workers during the period. 90% of the part-time workforce is female and 10% is male.

The gender pay gap in hourly pay between temporary male and female employees is -9.34%. The median gender pay gap in hourly pay between male and female part time employees is -3.91%. There were 20 temporary contract workers during the period, 65% of the temporary workforce is female and 35% is male.

82.2% of our overall workforce is female. This percentage is exceeded in the upper middle and upper quartiles. The highest percentage of males is in the lower quartile group.

(6) What factors are Driving this Gap?

We are made up of professions, for the most part, that tend to attract more female than male participants. The gap is due to the numbers of each gender in the different professions across Clontarf Hospital all of which are governed by HSE pay rules.

The gap is as a result of specific groupings Nursing and Allied Health professionals which are, in general, the higher paid professions in the Hospital.

The overall ratio of male to female employees is 1: 4.63.

Whilst the representation variation in the quartiles explains the gender pay gap overall, further work is required to analyse why this is. Through our analysis of the pay quartiles, we know that there are more women in all of our quartiles but this reduces in the 4th quartile where there are lower paid roles in the support team. It is interesting to note that 42% of all men are in Quartile 4 whilst only 17% of women are in this quartile.

(7) Going forward

The gender pay gap report looks at the distribution of men and women across all job grades of the hospital, and how this translates into the average mean and median salary made as a result. The proportion of male and female staff should be considered when looking at our gender pay gap, (82.2% female, 17.8% male), as should the age range of our male and female workforce, as members of staff who have enjoyed long careers in Clontarf Hospital can often be higher up the pay scales than those who are just starting their careers.

The Hospital has a predominantly female workforce and remunerates all staff on defined salary bands as per the Department of Health Consolidated Salary Scales. This ensures that everyone is paid fairly for undertaking the same or a similar role and the assimilation onto the salary scales is in accordance with Department of Health guidelines for incremental credit.

As an organization we are committed to having robust gender equality and financial accountability and governance through regular monitoring and reporting of the Gender Pay Gap information. In addition, a number of specific actions are being taken.

Career Learning Development and Support

We will continue to support all employees with the necessary education, training and career developmental opportunities to succeed in achieving their full potential.

Recruitment and Promotion

We will observe gender equitable recruitment practices during the hiring process which does not discriminate on the basis of gender or other bias. As a fair and equal employer, we look to

appoint the best candidates during our recruitment campaigns regardless of gender.

Inclusion and Diversity

We are committed to creating an inclusive workplace where everyone can reach their full potential. Supporting inclusion and diversity in our policies and practices enables us to create a positive working environment where the different backgrounds and perspectives of all our staff are valued and which will enhance quality patient care and outcomes.

Health and Wellbeing

We will deliver an Employee Wellbeing Programme that supports and enables staff to take more responsibility for their health and wellbeing. We set out our commitment via our Dignity at Work Policy, to maintain a workplace environment that encourages and supports the right to dignity at work.