

A photograph of the Mercy University Hospital building, a large, modern, multi-story structure with a light-colored facade and numerous windows. The building is situated along a river, with a stone wall and a railing in the foreground. The water is calm, reflecting the sky and the building. In the background, other buildings and a cloudy sky are visible. The text "Mercy University Hospital" is overlaid in white, sans-serif font across the middle of the image.

Mercy University Hospital

Gender Pay Gap Report 2022

Overview

- 78% of the Mercy University Hospitals (MUH) employees are female. In addition 71% of our full-time staff are female and the MUH supports part-time working where possible with 96% of our part-time staff being female. Across all quartiles, between 70% to 86% of employees are female.
- The mean hourly rate is 25% higher for full-time males and 17% higher for part-time males. The key drivers for the positive mean is a lower proportion of male employees in the overall population data and a higher number of male consultants in this subset. Part-time female employees are 23% higher on the median because 96% of part-time employees are female and this population is spread across all grades and disciplines in the hospital.
- Our median gender pay gap is driven by the unequal distribution of males and females within our workforce. Specifically, Management / Administrative and Nursing roles are predominately occupied by females, who also make up the vast majority of colleagues employed in part-time roles.
- Our senior management have a majority female representation.
- At the MUH we continue to foster a work environment that inspires female employees and this is demonstrated by the data presented in this report.





INTRODUCTION TO GENDER PAY GAP REPORTING

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations are asked to select a 'snapshot' date in the month of June 2022. Their reporting will be based on the employees they have on this date. Our snapshot date was June 30th 2022.

Gender Pay Gap vs Equal Pay
The Gender Pay Gap is the difference in average pay for men and women across an organisation. This is different to equal pay which is the right for men and women to be paid the same when doing the same or similar work.

All Irish companies with 250 or more employees in 2022 are required to publish specific gender pay information:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females in receipt of BIK elements of remuneration
- Proportion of males and females by quartile pay band Identification

This report is based on legal gender categories. We acknowledge that our people may identify differently.

DEFINITIONS

- Mean: The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.
- Median: The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rates for the middle woman compared to that of the middle man. The mean and median are important metrics and need to be looked at together. However, the mean can be skewed by fewer individuals earning more in the upper ranges.
- Basic Hourly Rate: $\text{Total Earned (both Ordinary Pay and Bonus)} / \text{Hours worked}$.
- Ordinary Pay: This includes the normal salary paid to the employee, allowances, over time, shift premiums.
- Bonus: Average bonus earned in the previous 12 months – this includes bonus payments in the form of money and vouchers and relate to productivity, performance, incentive or commission.
- Quartiles: In order to group employees into quartile pay bands, the employer must create a ranking of employees based on their hourly remuneration from lowest to highest. This is then divided into quartiles: lower, lower middle, upper middle and upper. The employer then needs to express the proportion of male and female employees in each quartile as a percentage e.g. percentage of male employees in the lower quartile and percentage of female employees in the lower quartile.
- Benefit in Kind (BIK): Includes any non-cash benefit of monetary value provided to an employee – such as a company car.

MERCY UNIVERSITY HOSPITAL TOTAL EMPLOYMENT

Hourly Rate

Mean	Median
25.17%	0.49%

Bonus

Mean	Median
0%	0%

Hourly Rate Part Time

Mean	Median
16.98%	-22.52%

BIK Paid

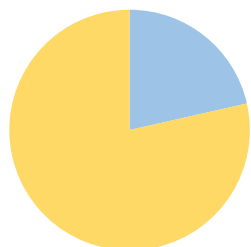
Male	Female
3.82%	0.48%



MERCY UNIVERSITY HOSPITAL TOTAL EMPLOYMENT

Population by Pay Quartiles

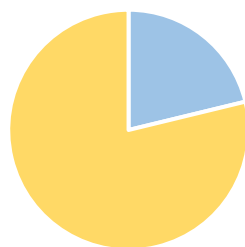
Lower Q1



Male Female

Male	Female
21.46%	78.54%

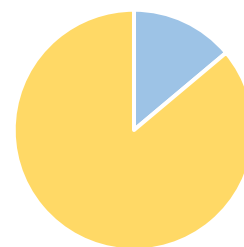
Lower Middle Q2



Male Female

Male	Female
21.21%	78.79%

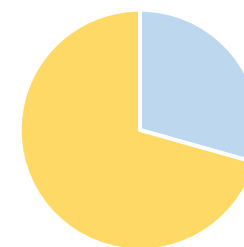
Upper Middle Q3



Male Female

Male	Female
13.89%	86.11%

Upper Q4



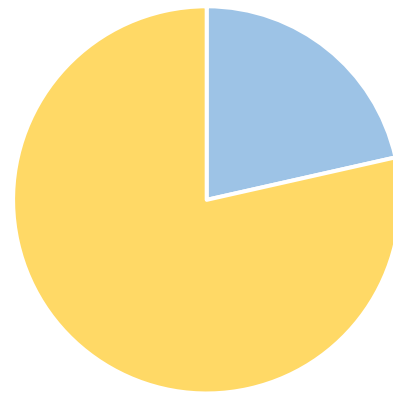
Male Female

Male	Female
29.37%	70.63%

MERCY UNIVERSITY HOSPITAL TOTAL EMPLOYMENT

Total Active Employees as of snapshot date 30th June 2022: 1583

Male/Female Breakdown

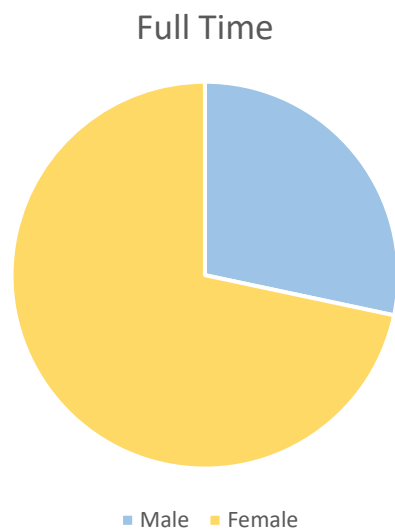


Male Female

Male	340
Female	1243

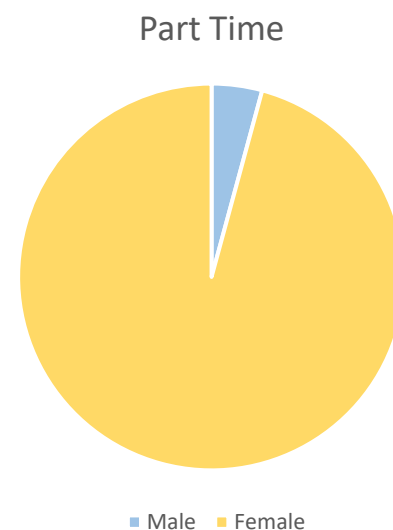
MERCY UNIVERSITY HOSPITAL TOTAL EMPLOYMENT

Full time



Full Time	
Male	321
Female	812

Part Time



Part Time	
Male	19
Female	431



WHAT MERCY UNIVERSITY HOSPITAL IS DOING TO ADDRESS THE GENDER PAY GAP

MUH are governed by the HSE consolidated pay scales, therefore pay is equal for both Male and Female staff.

We have gender balanced recruitment and selection interview panels on all campaigns.

We run internal leadership training, Managing People Development Skills, which provides new and aspiring managers with the skills to lead and develop teams.

We have in the past run Unconscious Bias Training and plan to roll out more sessions in the future.

The MUH are in line with the European Framework **Magnet4Europe**, which aims to improve Mental Health and Wellbeing among Health Professionals and Patient Safety in more than 60 hospitals in Six European Countries.