



Mercy University Hospital

Gender Pay Gap Report 2024

Introduction to Gender Pay Gap Reporting

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

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 as follows;

- 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

Changes in legislation has lowered the employee threshold from the original 250 such that as of 2024, all Irish companies with 150 or more employees are required to publish a Gender Pay Gap Report.

Organizations are asked to select a 'snapshot' date for any such date in June. The reporting will be based on the employees in an organization on this date. Organizations then have up to six months to prepare their calculations before the reporting deadline which is set at six months following the snapshot date. Calculations are then based on calculations to be based on those employees' remuneration for the 12 month period that precedes the snapshot date.

Our snapshot date was June 30th 2023. This will directly compare to last year's "snapshot" date of June 30th 2024.

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.

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. As the mean can be skewed by outliers, it's important to consider the median alongside the mean for accurate analysis.

Basic Hourly Rate

Total Earned (both Ordinary Pay and Bonus) / 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 2024

Hourly Rate

Mean 28.33%

Median 2.89%

Bonus

Mean 0.0%

Median 0.0%

Hourly Rate Part Time

Mean 10.75%

Median -25.05%

BIK Paid

Male 4.23%

Female 0.80%

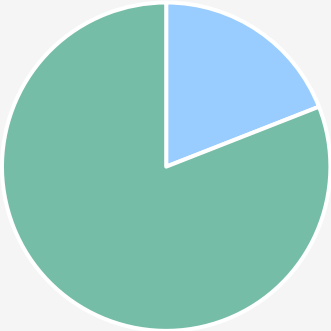
COMPARISON TO PREVIOUS YEARS

	<i>Hourly Rate</i>		<i>Hourly Rate Part Time</i>		<i>Bonus</i>		<i>BIK</i>	
	Mean	Median	Mean	Median	Mean	Median	Male	Female
2022	25.17%	0.49%	24.14%	-22.52%	0%	0%	3.82%	0.48%
2023	24.14%	0.08%	7.79%	-31.52%	0%	0%	1.34%	0.07%
2024	28.33%	2.89%	10.75%	-25.05%	0%	0%	4.23%	0.80%

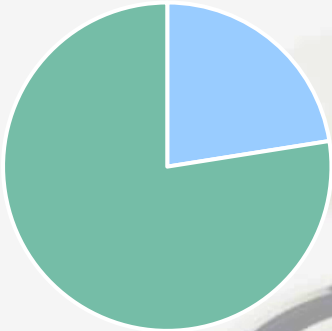
MERCY UNIVERSITY HOSPITAL - QUARTILES

■ Male
■ Female

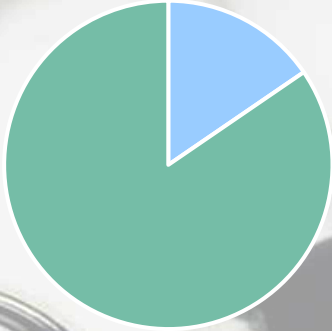
Lower Q1



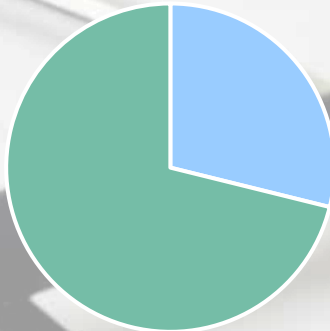
Lower Middle Q2



Upper Middle Q3



Upper Q4



2024

Male	Female
19.05%	80.95%

Male	Female
22.5%	77.5%

Male	Female
15.45%	84.55%

Male	Female
27.78%	71.14%

2023

Male	Female
22.17%	77.83%

Male	Female
20.37%	79.63%

Male	Female
15.74%	84.26%

Male	Female
27.78%	72.22%

2022

Male	Female
21.46%	78.54%

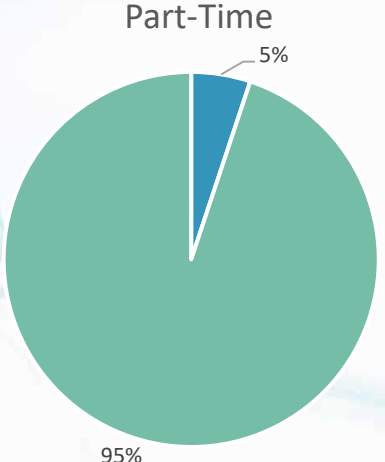
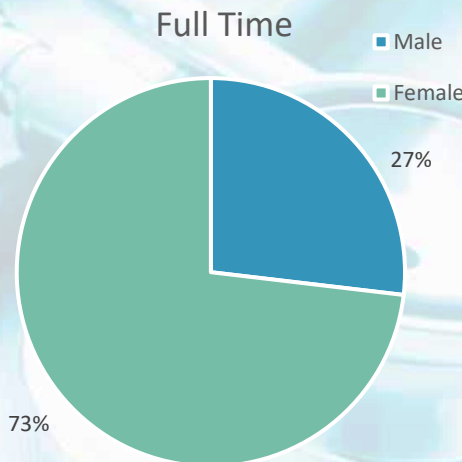
Male	Female
21.21%	78.79%

Male	Female
13.89%	86.11%

Male	Female
29.37%	70.63%

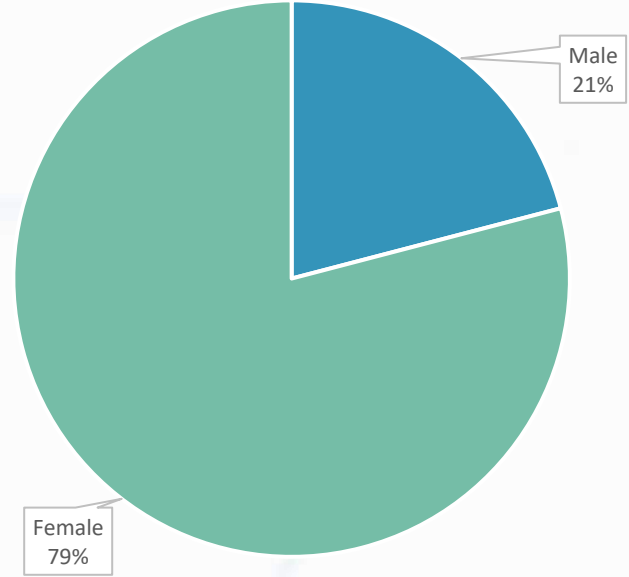
MERCY UNIVERSITY HOSPITAL TOTAL EMPLOYMENT

Total Active Employees as of snapshot date 30th June 2024 : **1,653**



	Full-Time	Part-Time
Male	323	23
Female	879	428
	1202	451

Total Employee % Breakdown



Employees by Gender 2024

Male	346
Female	1,307

Commentary

The Mercy University Hospital (MUH) has a predominantly female workforce at 79%, which has remained consistent over the years. The proportion of female staff members in comparison to their male counterparts is higher in all sectors except Medical. When the employment type is further broken down, 73% of our full-time staff and 95% of the part-time population are female.

The mean hourly rate is 28.33% higher for full-time male employees with the median hourly rate is 2.89% higher for full-time male employees. The mean hourly rate for part-time employees is 10.75% higher for male employees but the median hourly rate of 25.05% being higher for their female counterparts. The primary drive behind our median pay gap arises from the distribution of male/female employees throughout our workforce. Examining the breakdown of the quartiles, female employees are over-represented in the lower quartile by 1.88% (80.95% vs 79.07%). In contrast, they are significantly under-represented in the upper quartile by -7.93% (71.14% vs 79.07%).

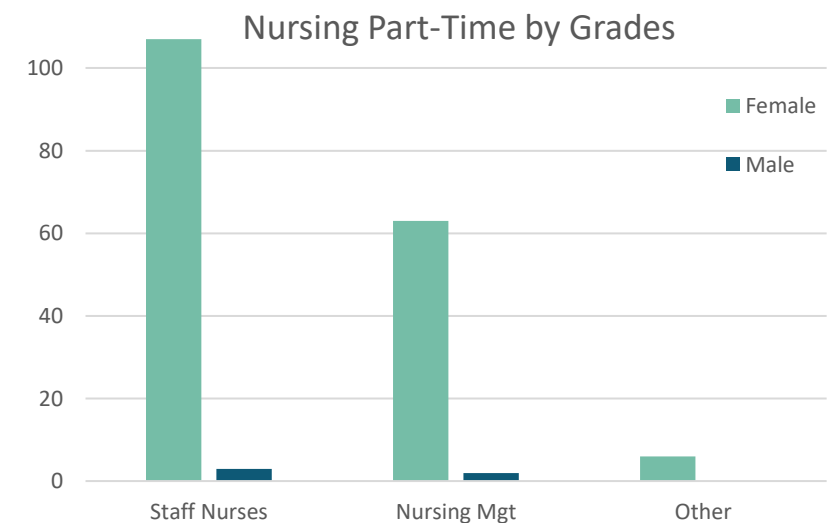
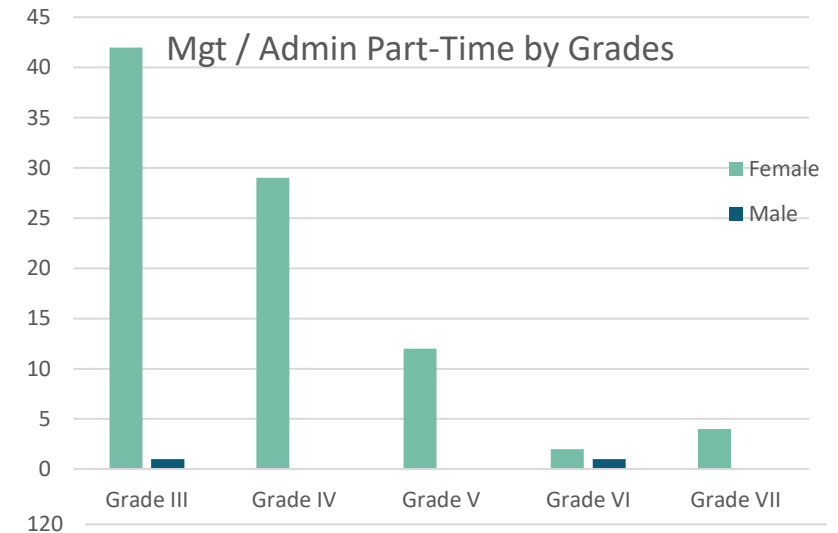
A key example of this lies in the distribution of staff in different sectors. In line with previous years, the Management / Admin sector has a female population of 82.5% and Nursing has a female population of 93.9%, significantly outnumbering their male counterparts. In contrast Medical is the only area with a higher percentage of male employees at 54%, as noted above. This is reduced by 2% since 2023. Within this cohort, we have approximately twice as many male consultants (69%) to female (31%).

Commentary

27.3% of the MUH's workforce is part-time (451), with 95% of this group being female. This is consistent with last year's reporting period. The MUH actively support women in returning to work following maternity leave and flexible work arrangements are part of this approach, as evidenced by the part-time ratios.

The majority of employees availing of part-time working are in lower paid grades with fewer higher paid grades working part-time. Examining the 91 staff availing of part-time working in Management/Admin, 89 are female. The majority of part-time workers are in the clerical grades III and IV, and none above Grade VII.

This is also apparent in the Nursing sector. Of the 181 part-time staff, 176 are female. 61% of part-time staff are staff nurses (110) versus 36% belonging to Nursing management grades.



What Mercy University Hospital is doing to address the Gender Pay Gap

As an equal opportunity employer, the MUH strives to continuously improve gender pay parity. The MUH are governed by the HSE Consolidated Pay Scales, which ensures equal pay between our male and female staff; all staff are paid according to experience and length of service irrespective of gender.

The MUH will continue to support our staff by implementing and revising relevant policies and practices which focus on equality, fairness and mental wellbeing in the workplace.

In 2024, the MUH developed a comprehensive Dignity, Equality and Inclusion (DEI) policy aimed at promoting equality for all staff. This policy is due to be launched in 2025 along with training courses on DEI to be held for staff and managers alike.

These will be in addition to a number of leadership trainings offered to develop managers with skills to lead and grow their teams in a supportive environment such as Line Manager Fundamentals I and II, Managing People Skills, and Performance Achievement

The MUH have gender balanced recruitment and selection interview panels on all campaigns and continue to develop recruitment strategies that incorporate equality and fairness.