

The background of the slide is a photograph of a river flowing through a city. On the left bank, there is a modern, multi-story building with a curved facade and large windows. On the right bank, there is a traditional, multi-story building with many windows. The sky is blue with some clouds. A large white circle is overlaid on the center of the image, containing the text. There are several teal-colored dashed lines on the left side of the circle and a solid blue circle on the right side.

Mercy University Hospital

Gender Pay Gap Report 2023

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.

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

Changes in legislation will extend this legal requirement to Irish companies with 150 or more employees from 2024.

Organizations are asked to select a 'snapshot' date. The snapshot date may be any 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.

Our snapshot date was June 30th 2023. This will directly compare to last year's "snapshot" date of June 30th 2022.

INTRODUCTION TO GENDER PAY GAP REPORTING

*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

$$\frac{\text{Total Earned (both Ordinary Pay and Bonus)}}{\text{Hours worked.}}$$

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.

Overview

79% of the Mercy University Hospitals (MUH) employees are female. Across all quartiles, between 70% to 85% of employees are female. 70% of our full-time staff are female and 95% of our part-time staff are female.

The mean hourly rate is 24% higher for full-time male employees and 8% higher for part-time male employees. Part-time female employees have a 32% median higher hourly rate than their male counterparts. This is driven by having such a high percentage of part-time female employees.

Our median gender pay gap derives from an unequal distribution of males and females within our workforce. This is especially evident within our Management / Admin sector, where 82% of our population are female and Nursing, where 93% of the population are female.

Almost all sectors have a majority female population, except Medical (Consultants and NCHDs) who have a male population of 56%. Within this cohort, we have almost twice as many male consultants (66%) to female (33%).

The overall difference in the higher mean hourly rate for males within MUH can be ascribed to the lower proportion of male employees overall in comparison to female employees. Furthermore, within this smaller group of males, we have a significantly higher number of male consultants.

The MUH, led by our majority female senior management team, strives to foster a work environment that supports and empowers female employees at all times.



MERCY UNIVERSITY HOSPITAL TOTAL EMPLOYMENT

2023

Hourly Rate

Mean	Median
24.14%	0.08%

Bonus

Mean	Median
0%	0%

Hourly Rate Part Time

Mean	Median
7.79%	-31.52%

BIK Paid

Male	Female
1.34%	0.07%

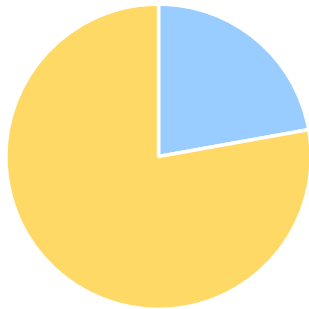
COMPARISON WITH 2022

	2022		2023	
Hourly Rate	Mean 25.17%	Median 0.49%	Mean 24.14%	Median 0.08%
Bonus	Mean 0%	Median 0%	Mean 0%	Median 0%
Hourly Rate Part Time	Mean 16.98%	Median -22.52%	Mean 7.79%	Median -31.52%
BIK Paid	Male 3.82%	Female 0.48%	Male 1.34%	Female 0.07%

MERCY UNIVERSITY HOSPITAL TOTAL EMPLOYMENT

Population by Pay Quartiles

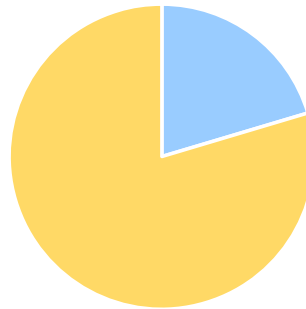
Lower Q1



Male Female

Male	Female
22.17%	77.83%

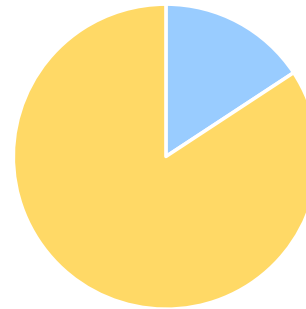
Lower Middle Q2



Male Female

Male	Female
20.37%	79.63%

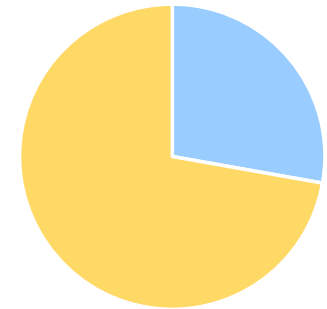
Upper Middle Q3



Male Female

Male	Female
15.74%	84.26%

Upper Q4



Male Female

Male	Female
27.78%	72.22%

2023

2022

Male	Female
21.46%	78.54%

Male	Female
21.21%	78.79%

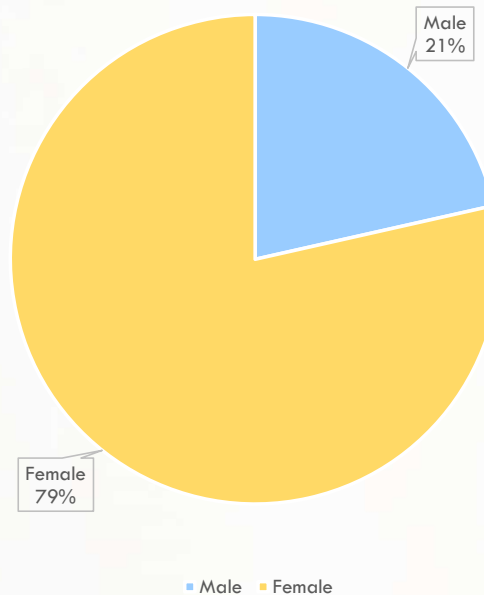
Male	Female
13.89%	86.11%

Male	Female
29.37%	70.63%

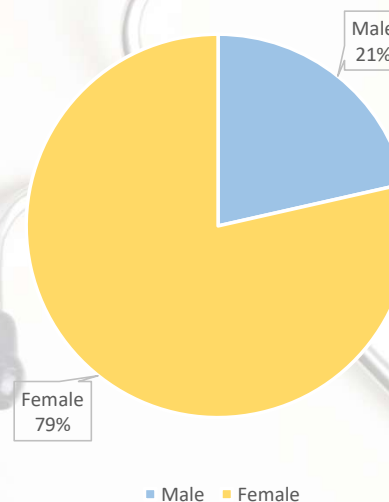
MERCY UNIVERSITY HOSPITAL TOTAL EMPLOYMENT

Total Active Employees as of snapshot date **30th June 2023** : 1,648

Employee Breakdown



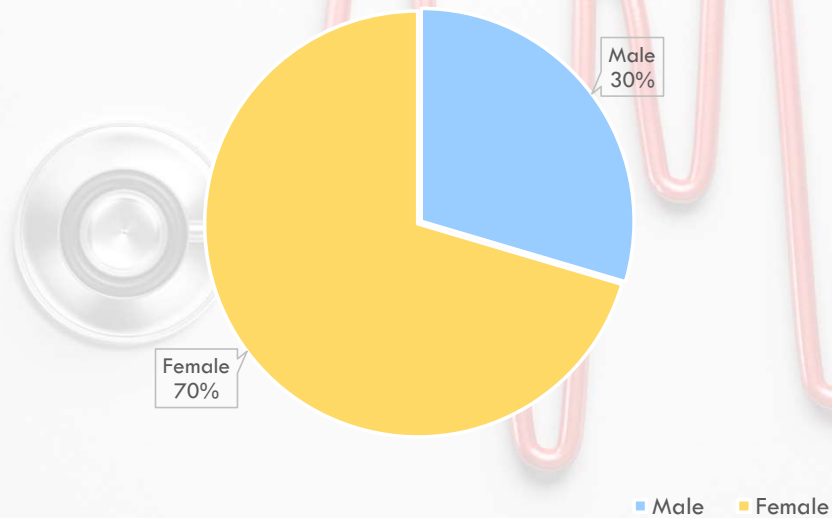
For Comparison
Gender Breakdown in 2022



Employees by Gender 2023	
Male	354
Female	1,294

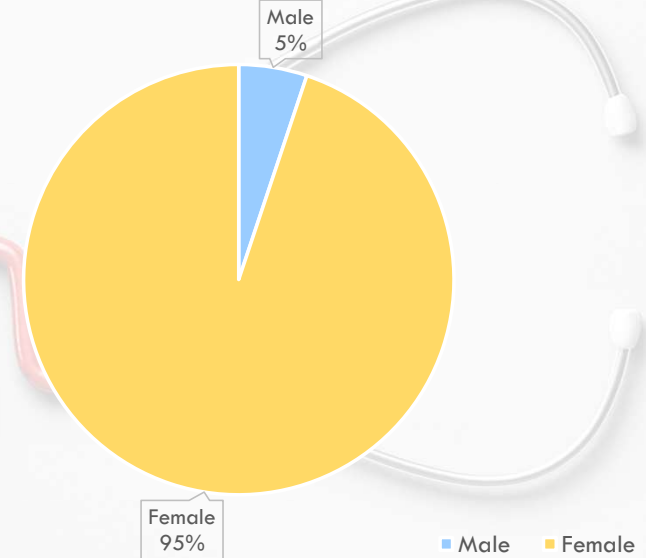
MERCY UNIVERSITY HOSPITAL TOTAL EMPLOYMENT

Full-Time Employees



Full Time	
Male	326
Female	776

Part-Time Employees



Part Time	
Male	28
Female	518



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

MUH are governed by the HSE Consolidated Pay Scales, which ensures equal pay between our Male and Female staff.

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

We provide leadership training such as Line Manager Fundamentals I and II, Managing People Skills, and Performance Achievement which provides new and aspiring managers with the skills to lead and develop teams.

We have recently released an updated Dignity at Work Policy aimed at providing a framework in which to support employees who may have experienced bullying, harassment and sexual harassment. A Dignity, Equality and Inclusion policy is currently being developed.