



Beaumont
HOSPITAL

Gender Pay Gap Report 2023



HR DIRECTORATE
Beaumont

1. INTRODUCTION

Beaumont Hospital is pleased to publish its second Gender Pay Gap Report in compliance with the Gender Pay Gap Information Act 2021, which was introduced by Government to show the extent of the pay gap between what women earn as a group and what men earn as a group.

The Act requires organisations with over 250 relevant employees to report on their Gender Pay Gap (GPG on an annual basis). Beaumont Hospital, as an employer of circa 4,800 employees, falls within the provisions of the Gender Pay Gap Information Act 2021.

The GPG is usually represented as the average difference in gross hourly earnings of men and of women across an organisation's workforce. A positive GPG indicates that, on average across the workforce, females are in a less favourable position than their male counterparts; a negative GPG indicates the opposite – that on average, males are in a less favourable position than their female counterparts.

An understanding of context is of critical importance from the perspective of interpreting findings and drawing conclusions so this report offers the reader some underlying factors for consideration, (some specific to the health service), which have the effect of influencing results. With this in mind, it should be noted that our salary scales are determined nationally by the Department of Health, undifferentiated by gender. As such, Beaumont Hospital has no autonomy to deviate from these pay rates and broader public pay policies in accordance with its commitments under HSE Annual Compliance Statements & Service Level Agreements.

Diversity and inclusion are central to Beaumont Hospital's ethos and we pride ourselves on being an equal opportunities employer with an unequivocal commitment to treating all employees equally. We understand that greater equality, diversity and inclusion in the workforce are essential prerequisites to realising our mission to deliver best quality care to our patients and improved patient outcomes. To this end, we will continue to be guided by these values and working together to develop and continually improve the way we deliver care and enhance the environment in which staff work.

2. ABOUT BEAUMONT HOSPITAL

Beaumont first opened its doors to the public on 29th November 1987 following the closure and transfer to Beaumont of two city centre hospitals - the Charitable Infirmary in Jervis Street and St Laurence's (the Richmond).

Today, Beaumont Hospital, incorporating St Joseph's Raheny, stands as one of the largest major academic teaching hospitals in Ireland, located 5km north of Dublin City centre and providing emergency and acute care services across 54 medical specialties to a local catchment area of circa 290,000 people. It is the national referral centre for Neurosurgery and Neurology, Renal Transplantation, Cochlear Implantation, Mechanical Thrombectomy and Poisons Information. In addition, Beaumont Hospital is a designated Cancer Centre, recently accredited by the OECl, and the regional treatment centre for both Otolaryngology and Gastroenterology.

It is the lead Level 4 academic Hospital within the RCSI Hospital Group and principal teaching and academic partner for the Royal College of Surgeons in Ireland. Beaumont Hospital also enjoys close links with Dublin City University and other academic institutions in respect of its training and research activities.



54 MEDICAL SPECIALTIES



A LOCAL CATCHMENT AREA OF CIRCA

290,000

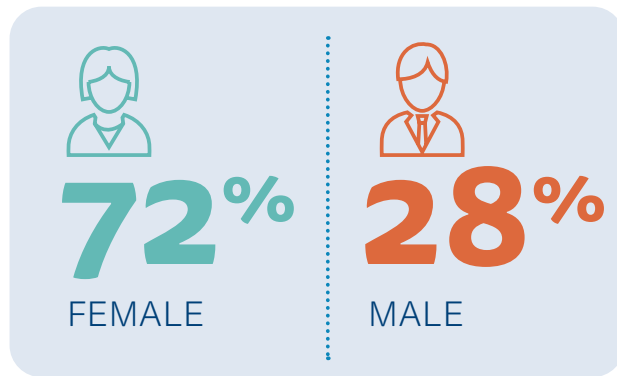
PEOPLE





3. OUR WORKFORCE PROFILE

With a complement of 855 beds and circa 4,800 multidisciplinary staff, Beaumont Hospital prides itself of being an equal opportunities employer and has a long history and reputation for embracing inclusivity and diversity within its workforce. The gender profile of our current workforce is predominantly female at just over 72% of our workforce, (figure 1), which compares with 78% as a whole, for the HSE Statutory Services and Section 38 Hospitals and Agencies.



There are however, some variances to this overall gender profile across the six broad staff categories which comprise upwards of 800 grades within Beaumont Hospital. The staff categories and respective gender profiles are provided in figure 2 (below) as follows:-

1. Management & Administration,
2. Health & Social Care Professionals,
3. Medical & Dental
4. Nursing & Midwifery
5. Patient & Client Care
6. General Support

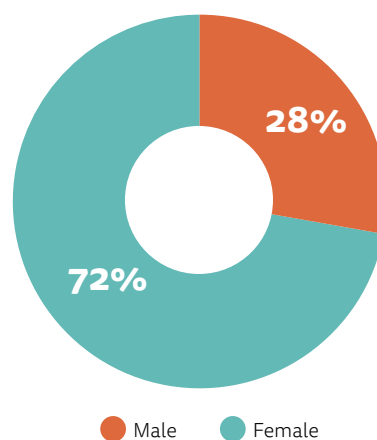


Figure 1 – Workforce Gender Profile

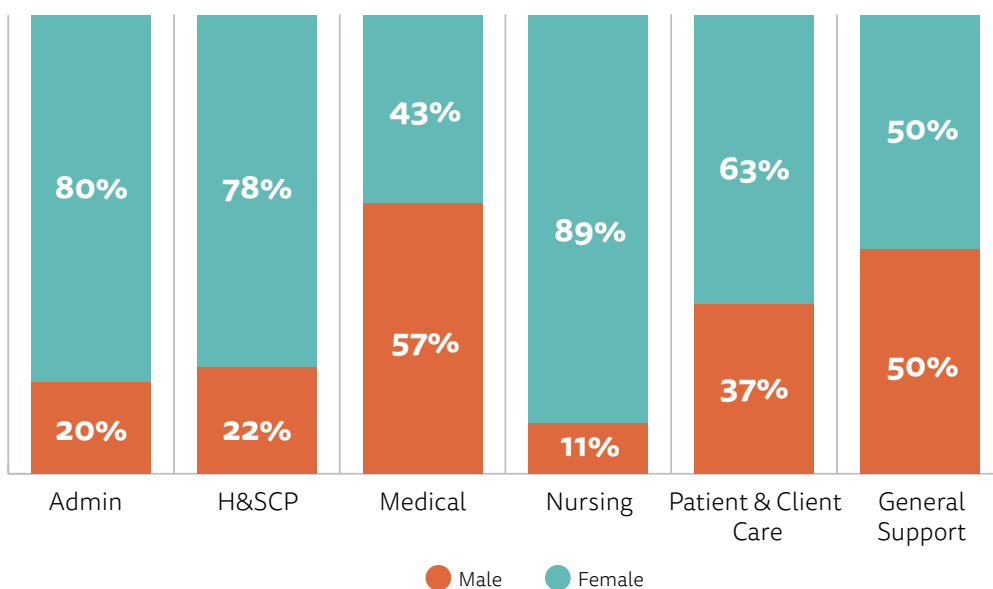


Figure 2 – Gender Profile By Staff Category



4. PAY RATES

As referenced in the introduction, the pay rates and terms and conditions for all Beaumont Hospital staff are determined and set centrally by the Department of Health and Department of Public Expenditure and Pay Reform. Pay rates are based on staff grade within each of the broad staff categories as per the published consolidated salary scales - these are undifferentiated by gender. A copy of the salary scales

which applied in June, 2023 and which formed the basis of this gender pay gap report, can be accessed by accessing the following link on the government website:-

<https://www.gov.ie/en/circular/664e5-department-of-health-consolidated-salary-scales-circular-32023/>



5. METHODOLOGICAL APPROACH

Data Source

The data source of this report was provided from the Hospital's payroll system extracting relevant payroll and time data from the payroll system for the period 1st July 2022 to 30th June, 2023. The data relates to a total workforce of 4,847 staff.

The following steps were undertaken to extract employee level data for gender pay reporting:

1. Identification of active employees as at 30th June, 2023
2. Extraction of payroll information for the 12 months reporting reference period of 1st July, 2022 to 30th June, 2023 inclusive (12 month period up to report key date).
3. Grouping of all payroll values paid to employees that fall under the heading of 'Ordinary Pay' inclusive of basic salary, overtime, allowances and premia
4. Calculation of an hourly rate, by employee, by dividing the 'Ordinary Pay' amount by the pay hours.
5. Sorting of all employees by hourly rate in order to create the quartiles required for Gender Pay Gap Reporting.
6. Of particular note – as the Hospital does not make Bonus Payments or Benefit In Kind (BIK) payments, no calculations were made in this regard. This is reflected in a Not Applicable (N/A) return in the Metrics provided in this report.

The extraction of the above data from the Hospital payroll system enabled the required calculations to be carried out.

Data Protection

All data processing was carried out in accordance with Data Protection Regulations, and undertaken by authorised staff who ordinarily have access to this data in the course of their daily duties. All data presented is aggregated with no data in this report identifiable to any individuals.

THE DATA RELATES TO A
TOTAL WORKFORCE OF

4,847

STAFF



6. UNDERSTANDING THE GENDER PAY GAP METRICS

This report is not a review of equal pay. Every employee of Beaumont Hospital, regardless of gender, is paid equally for work that is the same or similar for work of equal value in accordance with the Department of Health Consolidated Salary Scales.

If an organisation reports a positive GPG, it does not necessarily follow that females are paid less than males for the doing the same job, however it does show that, on average, males occupy higher paid roles than females. Conversely, if an organisation reports a negative GPG, it does not mean that males are paid less than females for doing the same job but it does indicate that, on average, females occupy higher paid roles than males. The larger the positive or negative gap is, the more marked the differences in hourly rates of pay will be and the more males or females proportionally working in either higher or lower paid roles within the organisation.

In examining the report, it is important to note that differences in what employees are paid can be impacted by one or more factors such as:-

- Certain job categories or roles in health have traditionally attracted more females than males and vice versa.
- Length of service i.e. some employees will have advanced further up to their salary scale compared to others, having received more annual salary increments due to their longer service history
- Gender breakdown for higher paid roles – a small number of higher paid roles can affect average figures reported
- General breakdown for lower paid roles – a large number of lower paid employees can affect the average figures reported
- Career choice - Some job categories and occupations may have traditionally attracted more females than males and vice versa.

Mean Gender Pay Gap

The mean, or average, is calculated by establishing the difference between the average hourly rate of pay for males and the average hourly rate of pay for females, (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If the result is negative, the average hourly rate of females is higher than that of males on the snapshot date. Conversely, if the average is positive, the average hourly rate of males is higher than that of females on the snapshot date. The formula which is used to calculate the mean Gender Pay Gap is as follows:-

$$\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{average male hourly rate}} \times 100$$

Median Gender Pay Gap

The median is the figure that falls in the middle of the range where the salary of all employees is listed from the lowest to the highest. The formula which is used to calculate the median Gender Pay Gap is as follows:-

$$\frac{(\text{median of the male hourly rate}) - (\text{median of the female hourly rate})}{\text{median of male hourly rate}} \times 100$$

Presenting data on the basis of both mean, and median hourly pay, provides for a more insightful understanding of underlying factors which can give rise to variations in pay. For example, in the case of the mean analysis, a small number of higher paid employees can impact the mean figure. In these circumstances, the median figure can be more representative of the difference between what a male and female is paid.



When there is a significant difference between the mean and median pay gap, this may indicate that the data is impacted either by the presence of very low earners (making the mean lower than the median), or by a group of higher earners, (making the mean higher than the median).

Quartile Pay Bands

The Gender Pay Gap Information Act 2021 requires that employers report on the rates of pay across different levels of the organization by grouping all employees into 4 equal quartiles ranging from the

lowest paid hourly rate, (Quartile 1), to highest paid hourly rate, (Quartile 4). This allows for a report, expressed in percentage terms, on the proportion of employees, (male and female) who fall within lower, lower middle, upper middle and upper quartile pay bands. Figure 3, (below), shows the proportion of male and female employees in each quartile.

Bonus and Benefit-In-Kind

Neither bonus payments nor benefits in kind are applicable to within Beaumont Hospital.

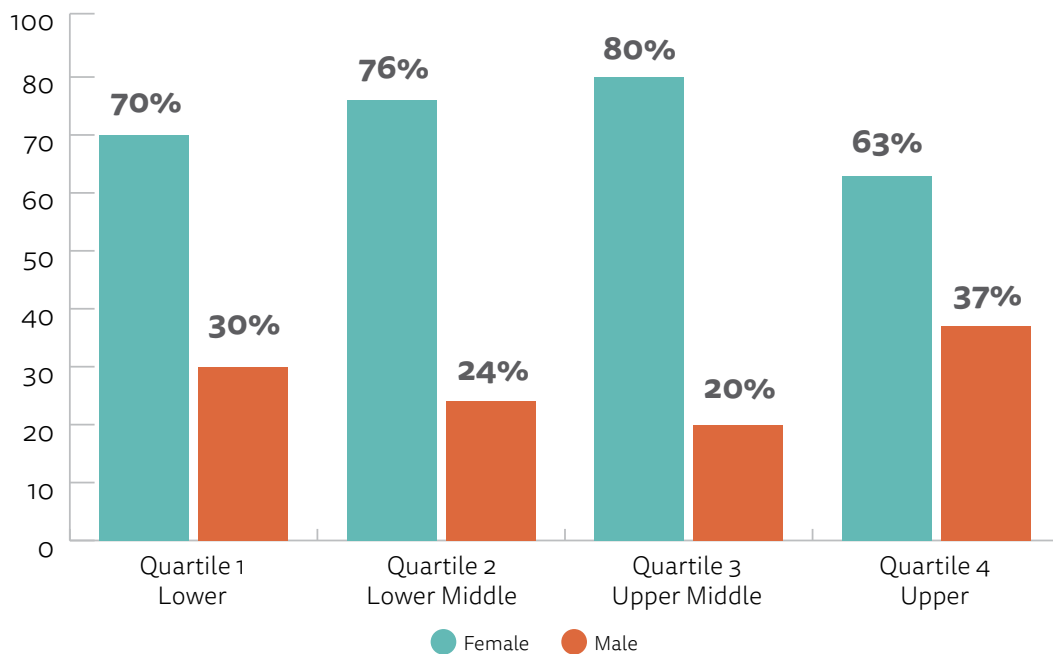
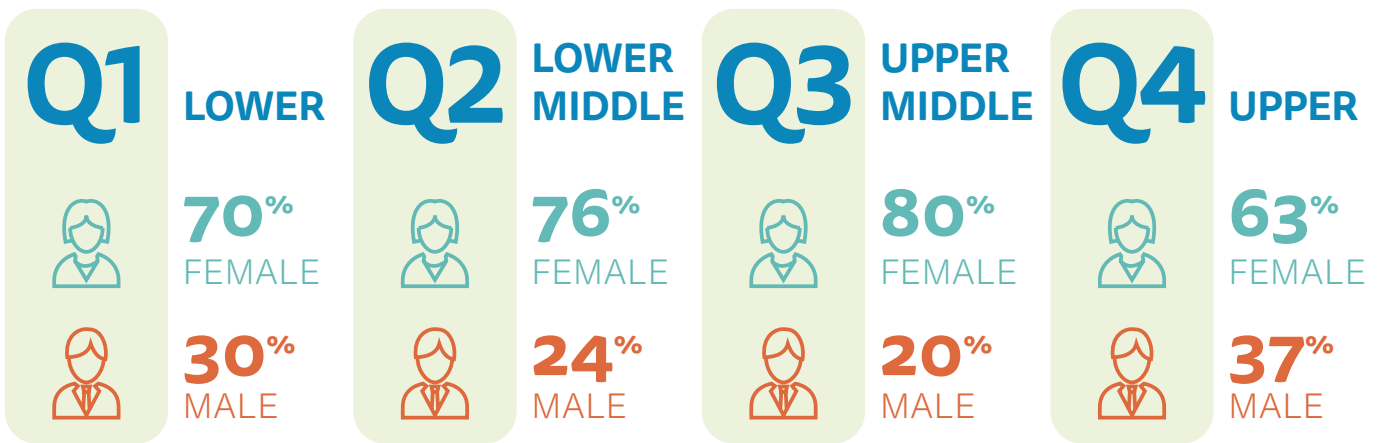


Figure 3 – Hourly Remuneration Quartiles

7. OUR GENDER PAY GAP METRICS

Reporting Metric	2023 Result
Mean Hourly Remuneration	
Difference between the mean hourly remuneration of male and female employees expressed as a % of mean hourly remuneration of male employees	20%
Difference between mean hourly remuneration of male and female part time employees expressed as a % of mean hourly remuneration of part-time male employees	16%
Difference between mean hourly remuneration of male and female employees on temporary contracts expressed as a % of mean hourly remuneration of male employees on temporary contracts	15%
Median Hourly Remuneration	
Difference between the median hourly remuneration of male and female employees expressed as a % of mean hourly remuneration of male employees	2%
Difference between median hourly remuneration of male and female part time employees expressed as a % of median hourly remuneration of part-time male employees	-17%
Difference between median hourly remuneration of male and female employees on temporary contracts expressed as a % of median hourly remuneration of male employees on temporary contracts	18%
Mean Bonus Remuneration*	
Difference between the mean bonus remuneration of male and female employees expressed as a % of mean bonus remuneration of male employees	N/A
Median Bonus Remuneration*	
Difference between the median bonus remuneration of male and female employees expressed as a % of median bonus remuneration of male employees	N/A
Bonus & Benefit In Kind (BIK)*	
Difference in the percentages of male/female employees who received bonus and benefit in kind remuneration	N/A

*Neither bonus payments nor benefit-in-kind apply in Beaumont Hospital.

8. REASONS ATTRIBUTING TO THE GENDER PAY GAP

8.1 Full-Time Staff (20% mean hourly and 2% median hourly)

The metric confirms that the average hourly rate of full-time males is higher (albeit ↓ 2% from 2022) than that of full-time females on the snapshot date, with a minimal median variance (↓ 2% from 2022). A number of factors have given rise to this. As referenced earlier in this report, a small number of high paid staff can have the effect of generating a positive GPG outcome. This is the case with respect to medical grades which are linked to the highest remuneration on the salary scales. There is also a higher percentage of males within this staff category, (57%), relative to females, (43%) which is broadly consistent with the gender national trends as per the HSE, National Doctors Training & Planning *Medical Workforce Report 2021-22*. Notably however, this staff category is showing strong growth in the proportion of females in the workforce nationally moving from 38% in 2002 to 51% in 2022. The number of female doctors in training across all NCHD grades in Ireland in 2021 accounted for 60%.

8.2 Part-Time Staff (16% mean hourly and -17% median hourly)

The metric confirms that the average hourly rate of part-time males is higher than that of part-time females on the snapshot date (↓ 2% from 2022), with a median variance of -17% (v 0% in 2022). Approximately 21% of the total workforce in Beaumont Hospital avails of part-time or flexible working hours of which 89% are female. Staff choosing part time working may be less likely to opt for overtime, which based on the required calculations for this report, has reduced their overall hourly rate compared to those that can avail of overtime.

8.3 Temporary Staff (15% mean hourly and 18% median hourly)

The gender pay gap results (↓ 3% and ↓ 4% respectively from 2022) in relation to comparisons of pay rates for temporary staff are solely attributable to the classification of Non-Consultant Hospital Doctors, (NCHDs). These doctors are in training and are mandatorily required to transfer or 'rotate' between various health service employers as a mandatory requirement of their training programme. The medical staffing category has an overall lower proportion of females, (43%), relative to the males, (57%). They are also on higher salary levels as a consequence of their cumulative salary and overtime entitlements.



9. HOW WE ARE SUPPORTING GENDER EQUALITY

9.1 Fair & Transparent Recruitment Processes

As an equal opportunities employer, Beaumont Hospital works to promote a culture of equality and strives to embrace genuine equality of opportunity through our recruitment and selection processes.

Our interview boards are gender balanced and receive training, including unconscious bias training. Employees are paid according to an incremental salary scale underpinned by strict protocols and we offer strong career progression opportunities which are accessible to all employees.

9.2 Work-Life Balance

Beaumont Hospital offers a wide range of flexible working and leave options which are available to all employees including blended/remote working arrangements, carer's leave, career breaks, paid maternity and adoptive leave, parents leave, shorter working year schemes and work sharing.

We also administer tax saver schemes (cycle to work and public transport) to reduce commuting costs.

9.3 Learning & Development

Beaumont Hospital is committed to the continued provision, expansion, enhancement and subsidisation of its learning and development programmes so that all employees can develop to their full potential.

9.4 Health & Wellbeing

The health and wellbeing and of our employees is paramount. We offer a comprehensive suite of programmes and employee assistance programmes to supports the needs of all employees including, where necessary, workplace accommodations.

9.5 Equality, Diversity & Inclusion

Beaumont Hospital is continually developing as an employer of choice which promotes an inclusivity and diversity in accordance with the principles outlined within the Employment Equality Acts and its obligations under the Public Sector Duty as set out in Section 42 of the Irish Human Rights and Equality Commission Act, 2014.







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