

Gender Pay Gap Report 2022



BLACKROCK
HEALTH

BLACKROCK CLINIC

Better Together

Introduction

Blackrock Clinic is the leading and longest established private hospital and clinic in Ireland.

Since it opened in the mid 1980s, the Clinic has consistently built an unparalleled reputation in new high-tech surgical procedures, medical treatments and ground-breaking diagnostics. This reputation means that some of the best international and national consultants work at Blackrock Clinic.

Blackrock Clinic is now part of Blackrock Health private hospital group along with the Hermitage Clinic, Galway Clinic, and Limerick Clinic, some of the most advanced hospitals in Irish private healthcare.

Patient outcomes at Blackrock Clinic are very positive. We follow the progress of patients from the beginning of their journey with us and many of our outcomes outstrip international standards.

We are also the first hospital to provide treatment in single-patient rooms, thus reducing the risk of hospital acquired infections. This is something on which we are very proactive and there's more information in the Infection Prevention and Control section on this site.

Blackrock Clinic has been recognised for over ten years by the Joint Commission International (JCI) which accredits only hospitals that raise safety and quality of care standards to the highest levels. We were one of the first hospitals in Ireland to attain this international recognition.

Blackrock Clinic is a progressive and pioneering hospital in which care for the patient is central to everything we do.

Blackrock Health Blackrock Clinic is committed to ensuring that we provide a fair, inclusive and diverse workplace. In 2022, Irish Legislation (Gender Pay Gap Information Act 2021) requires companies with 250 or more employees to report their gender pay gap.

Overview of the Gender Pay Gap Reporting

**Gender pay is not the same as equal pay.
You can have a gender pay gap but not have an equal pay issue.**

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to carry out a headcount of all persons employed by them on the snapshot date, including employees not rostered to work on that date and employees on leave.

The gender pay gap is usually 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.

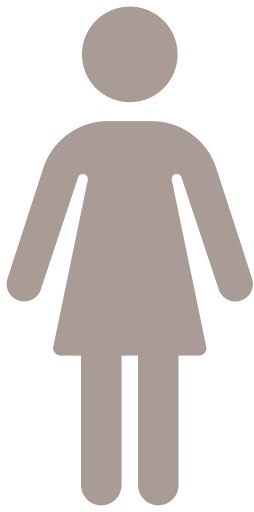
The Act requires organisations to report on their hourly gender pay gap across a range of metrics. Employers to whom the reporting obligations apply will be required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12 month period that precedes the snapshot date.

The Gender Pay Gap Reporting requirements are:

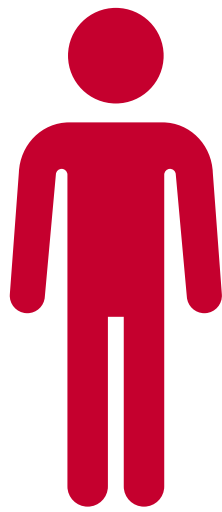
- **The mean and median pay gap in hourly pay between all male and female employees**
- **The mean and median pay gap in hourly pay between part-time male and female employees**
- **The mean and median pay gap in hourly pay between temporary male and female employees**
- **The mean and median bonus pay gap between male and female employees**
- **The percentage of male and female employees who received bonus pay**
- **The percentage of male and female employees who received benefit in kind**
- **The percentage of male and female employees in each of four pay band quartiles**

For the purpose of this report, the snapshot date is 30th June 2022.

Gender Pay Gap Statistics



74%



26%

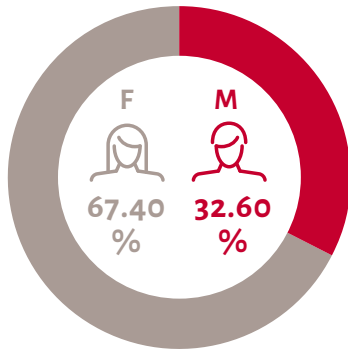
GENDER PAY GAP BY	MEAN (%)	MEDIAN (%)
Hourly Rate	16.52	1.22
Bonus	50.13	10.00
Hourly Rate (Part Time)	23.73	9.41
Hourly Rate (Temporary Contractor)	25.64	14.34

BONUS PAID	MALE (%)	FEMALE (%)
Proportions	55.56	72.41

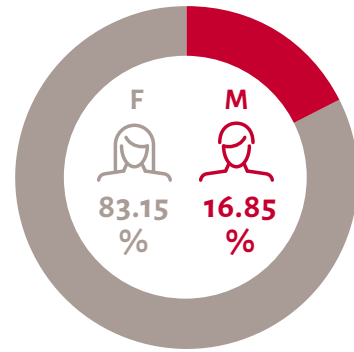
BIK PAID	MALE (%)	FEMALE (%)
Proportions	0.00	0.12

Gender Proportions

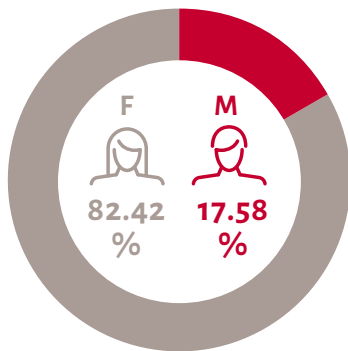
Lower Quartile Q1



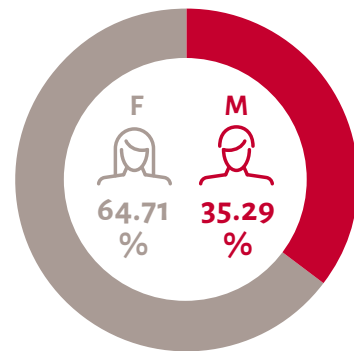
Upper Middle Quartile Q3



Lower Middle Quartile Q2



Upper Quartile Q4



Blackrock Clinic is an equal opportunities employer and pays the same rate for male and female employees doing the same job. Recruitment in the Health Sector is an ever changing and challenging landscape with not enough people available for the roles that need to be filled. Given these challenges, any pay gap differentials are impacted by the availability of candidates in both genders. When we look at pay parity or pay fairness, Blackrock Clinic pays men and women at the same level or within the same pay range ensuring that men and women are paid the same when you consider like for like roles within the hospital.

From the report the mean hourly rate gender pay gap was 16.5% in favour of male with the median pay gap at 1.22%. The mean is slightly higher than the EU average of 14% and the 13% national average being reported in Ireland. The low median pay gap of 1.22% reflects the equality of pay across the organisation.

Certain specialist clinical and medical roles in Blackrock Clinic in areas such as cardiac surgery and orthopaedics would typically see more males working in these areas. This small group of employees tend to earn higher salaries, high overtime and on call rates. Blackrock Clinic also employs specialist registrars and doctors who are part time temporary on training schemes for specific medical specialities. This factor is also impacting the temporary and contract staff hourly rate pay gaps as the majority of these staff are male. Another contributing factor to the gender pay gap is that more women than men work part time in the hospital.

Blackrock Clinic pays an annual staff bonus to eligible staff with 72.4% females and 55% of males who received a bonus this during this period. The mean pay gap was 55.5% and the median was much lower at 10% both in favour of male employees. The gap is impacted by a higher male representation at Senior Management level within the reporting period.

Addressing the Pay Gap

DE&I

We are committed to creating an environment that promotes equality in the workplace and we and recognise the importance of embedding inclusion in our people strategy. We believe that embracing equality and diversity in the workplace benefits not just the organisation but also individual people, departments and our patients.

In early 2023, we will continue to improve on our ED&I by committing to achieve the Bronze Level accreditation with the Irish Centre of Diversity, which will help us to improve awareness of the gender balance in the workplace.

Recruitment

Our recruitment policy reflects our belief that diversity in all areas, is necessary in helping us succeed as an organisation. We will continue to review and improve on this and ensure that our processes are fair and equitable and will focus on achieving gender balance at senior levels. We will continue to prioritise internal promotions and opportunities across the hospital group for our female colleagues to progress in their careers and continue to represent the diversity that we want to achieve. We are continuously looking at career path opportunities as well as ongoing opportunities for colleagues to advance in their careers.

Learning and Development Opportunities

The development of our people is high on the agenda, and we currently offer management training to a wide range of people within the organisation. We will be building on this in 2023 to include formal and informal Leadership Development Coaching to ensure our managers become more effective coaches for their direct reports and help to provide clear career paths for all, with the understanding that women are underrepresented.

Flexibility in the workplace

We understand the importance of flexibility in the workplace and currently have a number of flexible working and family friendly policies and arrangements in place. We will continue to improve on these policies and practices.



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