

Gender Pay Gap Report 2023



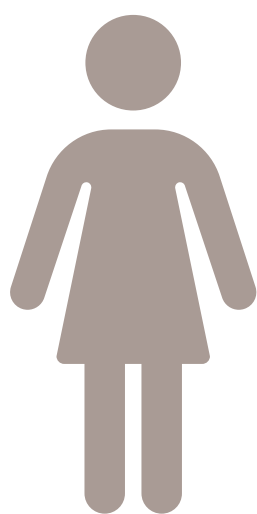
Better Together

Introduction

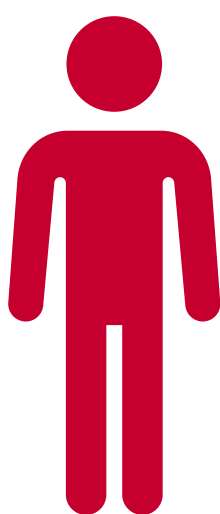
Blackrock Health is committed to ensuring that we provide a fair, inclusive and diverse workplace. In 2022, Irish Legislation (Gender Pay Gap Information Act 2021) requires companies with 250 or more employees to report their gender pay gap.

For the 2023 report Organisations are asked to select a snapshot date in June 2023 with the Gender Pay Gap report to be based on the employees they have on this date. 2,822 employees were evaluated as part of this report.

Gender Breakdown



75.55%



24.45%

Gender pay is a measure of the average hourly rate of pay for men and women across a company, regardless of job type or seniority. The gender pay gap is different to pay equity (equal pay for equal work). Equal pay is the right for men and women to be paid the same when doing the same role with similar experience and skills.

The group comprises of the following hospitals:



BLACKROCK CLINIC



HERMITAGE CLINIC



GALWAY CLINIC



LIMERICK CLINIC

Gender Pay Gap Statistics

Last year we did a report on all three hospitals separately and this year we have analysed both individually and as a group and the results are outlined in the below tables:

Gender Pay Gap Statistics	Hermitage 2022		Hermitage 2023	
GENDER PAY GAP	MEAN (%)	MEDIAN (%)	MEAN (%)	MEDIAN (%)
Hourly Rate	10.83	-1.71	8.4	-3.33
Bonus	70.18	18.18	15.9	0
Hourly Rate (Part Time)	27.15	5.71	12.05	-4.39
Hourly Rate (Temporary Contractor)	-24.9	-8.39	-86.95*	-70.78*
BONUS PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	3.25	0.52	7.14	3.19
BIK PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	0.65	0.35	7.14	0.16

* based on sessional rate

Gender Pay Gap Statistics	Galway 2022		Galway 2023	
GENDER PAY GAP	MEAN (%)	MEDIAN (%)	MEAN (%)	MEDIAN (%)
Hourly Rate	3.03	-16.55	5.68	-8.07
Bonus	51.46	13.75	59.65	8
Hourly Rate (Part Time)	8.03	9.21	17.9	5.28
Hourly Rate (Temporary Contractor)	34.44	27.75	47.58	27.82
BONUS PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	13.89	13.95	9.22	15.94
BIK PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	0	0.16	0	0.15

Gender Pay Gap Statistics	Blackrock 2022		Blackrock 2023	
GENDER PAY GAP	MEAN (%)	MEDIAN (%)	MEAN (%)	MEDIAN (%)
Hourly Rate	16.51	1.22	9.35	-3.91
Bonus	50.13	10	53.82	-8.33
Hourly Rate (Part Time)	23.73	9.41	14.56	7.26
Hourly Rate (Temporary Contractor)	25.64	14.34	15.36	9.34
BONUS PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	55.56	72.41	8.93	6.10
BIK PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	0	0.12	0	0.12

Blackrock Health Results 2023

GENDER PAY GAP BY	MEAN (%)	MEDIAN (%)
Hourly Rate	9.11	-4.40
Bonus	52.34	33.33
Hourly Rate (Part Time)	18.07	7.54
Hourly Rate (Temporary Contractor)	14.47	10.63

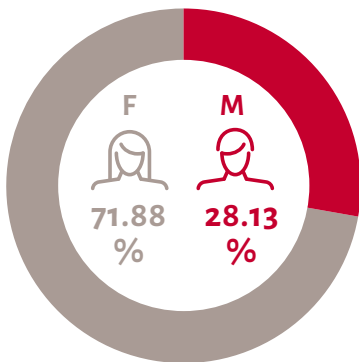
BONUS PAID	MALE (%)	FEMALE (%)
Proportions	8.78	8.59

BIK PAID	MALE (%)	FEMALE (%)
Proportions	0.44	0.14

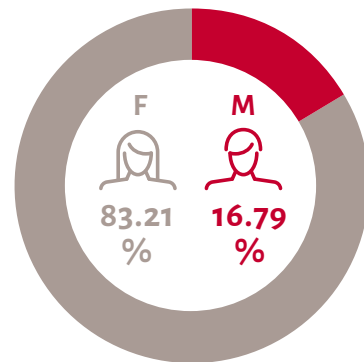
Analysis by Quartiles for Group

Population by pay quartiles	QUARTILE	MALE (%)	FEMALE (%)
Lower	Q1	28.13	71.88
Lower Middle	Q2	22.62	77.38
Upper Middle	Q3	16.79	83.21
Upper	Q4	29.59	70.41

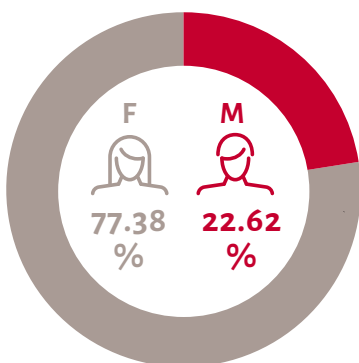
Lower Quartile Q1



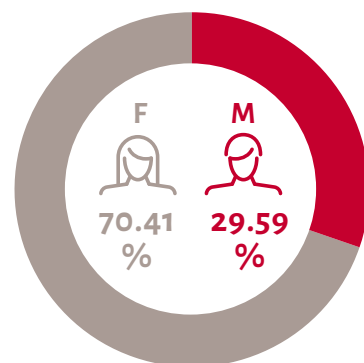
Upper Middle Quartile Q3



Lower Middle Quartile Q2



Upper Quartile Q4



Addressing the Pay Gap

Overall our Blackrock Health Mean hourly rate gap is 9.11%.

This compares favourably with the national reported average of 11%.

ED&I

We are committed to creating an environment that promotes equality in the workplace 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/clients.

Blackrock Health Group continues to improve our ED&I by committing to achieve the Bronze Level accreditation with the Irish Centre of Diversity, which will help to improve awareness of the gender balance in the workplace. We are in the process of setting up a Diversity Committee from across the Group and 2024 will see many new initiatives.

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 for our female colleagues to progress in their careers and continue to represent the diversity that we want. In 2023 we added some new career opportunities in our nursing areas and introduced more Advanced Nurse Practitioners and have a plan to continue with this trend. Non Consultant Hospital Doctors traditionally have been predominately male in certain specialities and we are seeing some changes in the anaesthetic and surgical areas in the last year which has helped reduce our gap but areas like Cardiothoracic and Orthopaedic typically are more male denominated driving up the gender gap. We have appointed a female CEO in Galway Clinic in 2023 which will have a positive effect on the gap in future.

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. This will continue in 2024 with Group membership of the Employers Organisation (Ibec) giving access to further informal Leadership Development Coaching to ensure our managers become more effective mentors/coaches for their teams and help to provide clear career paths for all.

Flexibility & Wellbeing 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.

Galway Clinic has joined Blackrock Clinic in recently achieving the KeepWell Mark award, accredited with Ibec. This programme focuses on the key areas of workplace wellbeing ranging from leadership, mental health and absence management to physical activity and healthy eating. Blackrock Health continues to promote and encourage positive employee wellbeing. Hermitage Clinic are well on the way to achieving the KeepWell award.



Head Office
Fonthill House
Old Lucan Road
Dublin 20
D20 RH22

blackrockhealth.com