

Gender Pay Gap Report 2024



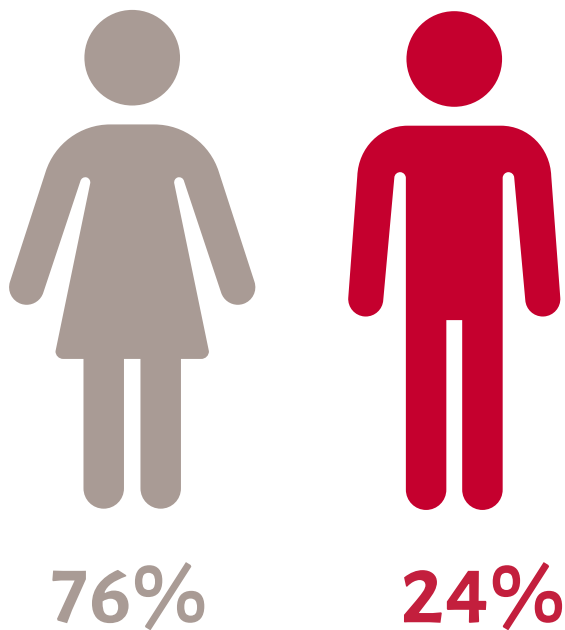
Better Together

Introduction

Blackrock Health is committed to ensuring that we provide a fair, inclusive and diverse workplace. In 2023, Irish Legislation (Gender Pay Gap Information Act 2021) requires companies with 250 or more employees to report their gender pay gap.

For the 2024 report organisations are asked to select a snapshot date in June 2024 with the Gender Pay Gap report to be based on the employees they have on this date. 2,924 employees were evaluated as part of this report.

Gender Breakdown



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:



Gender Pay Gap Statistics

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 2023		Hermitage 2024	
GENDER PAY GAP	MEAN (%)	MEDIAN (%)	MEAN (%)	MEDIAN (%)
Hourly Rate	8.40	-3.33	10.03	-8.49
Bonus	15.90	0.00	67.05	20.88
Hourly Rate (Part Time)	12.05	-4.39	16.72	14.83
Hourly Rate (Temporary Contractor)	-86.95*	-70.78*	-64.98	-39.2
BONUS PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	7.14	3.19	2.84	0.47
BIK PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	7.14	3.79	1.14	0.47

* based on sessional rate

Gender Pay Gap Statistics	Galway 2023		Galway 2024	
GENDER PAY GAP	MEAN (%)	MEDIAN (%)	MEAN (%)	MEDIAN (%)
Hourly Rate	5.68	-8.07	5.90	-1.72
Bonus	59.65	8.00	40.76	47.62
Hourly Rate (Part Time)	17.9	5.28	-1.87	1.14
Hourly Rate (Temporary Contractor)	47.58	27.82	23.79	-0.97
BONUS PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	9.22	15.94	12.5	7.77
BIK PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	0.00	0.15	0.00	0.14

Gender Pay Gap Statistics	Blackrock 2023		Blackrock 2024	
GENDER PAY GAP	MEAN (%)	MEDIAN (%)	MEAN (%)	MEDIAN (%)
Hourly Rate	12.02	2.08	12.38	-1.55
Bonus	53.82	-8.33	56.06	26.99
Hourly Rate (Part Time)	20.09	8.27	5.00	1.76
Hourly Rate (Temporary Contractor)	20.72	10.18	-2.10	16.62
BONUS PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	8.84	6.10	5.05	3.01
BIK PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	0.00	0.15	0.00	0.00

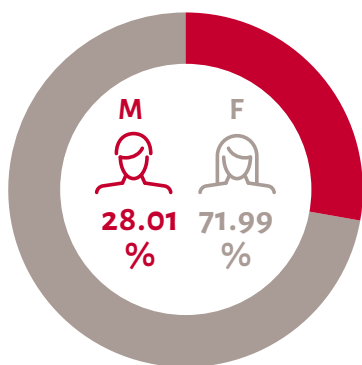
Overall Blackrock Health Results 2023 / 2024

Gender Pay Gap Statistics	Blackrock Health 2023		Blackrock Health 2024	
GENDER PAY GAP	MEAN (%)	MEDIAN (%)	MEAN (%)	MEDIAN (%)
Hourly Rate	9.11	-4.40	10.89	-0.42
Bonus	52.34	33.33	51.04	49.30
Hourly Rate (Part Time)	18.07	7.54	9.46	3.20
Hourly Rate (Temporary Contractor)	14.47	10.63	1.70	-12.57
BONUS PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	8.78	8.59	7.25	3.87
BIK PAID	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
Proportions	0.44	0.14	0.28	0.18

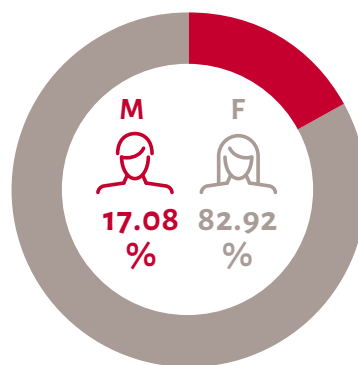
Analysis by Quartiles for Group 2024

Population by pay quartiles	QUARTILE	MALE (%)	FEMALE (%)
Lower	Q1	28.01	71.99
Lower Middle	Q2	20.11	79.89
Upper Middle	Q3	17.08	82.92
Upper	Q4	30.92	69.08

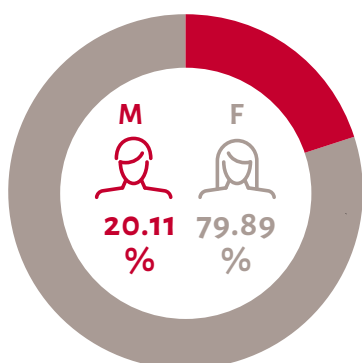
Lower Quartile Q1



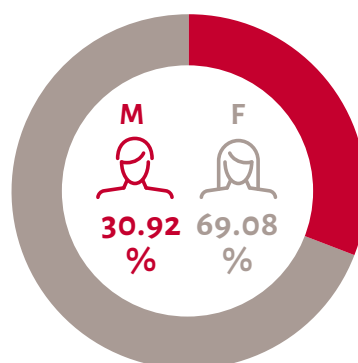
Upper Middle Quartile Q3



Lower Middle Quartile Q2



Upper Quartile Q4



Addressing the Pay Gap

Overall our Blackrock Health Mean hourly rate gap is 10.89%.

This compares favourably with the national reported average of 12.60%.

ED&I & Sustainable People Practices

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 strategic aim is to be the best place to work providing a supportive, sustainable, agile, & efficient workplace for our people.

Blackrock Health Group continue 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.

In addition, Blackrock Health aims to become a recognised leader in sustainability in Irish healthcare which will minimise our environmental impact. This will include a focus on sustainable people practices and gathering the data required to demonstrate our improvements.

Talent Management, Attraction & Resourcing

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. Succession Planning is key to the future of the organisation and the People Strategy recognises the importance of this. The introduction of an enhanced performance review process will enable the hospitals to create talent pools from which to better develop our people in their careers in the organisation.

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 continued 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 coaches.

Blackrock Health will be launching a new Executive Leadership Programme to assist senior executives on their careers and this extensive programme will include coaching and mentoring aspects as well enhanced leadership skills development. The desire is to create an ambitious, aligned and connected leadership team who work together skilfully and collaboratively providing excellent leadership. Since the creation of Blackrock Health, this will be the first Executive leadership programme and it is envisioned that it will be instrumental to both the development of the individual leaders, retention of top talent and the creation of a strategic leadership culture within the organisation.

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. The Group continue to improve on these policies and practices and aims to have this accreditation group wide. Staff wellbeing forms a key component of our People Strategy supporting and offering opportunities to all employees to make positive choices about their health and wellbeing. Achievement of The KeepWell Mark is a welcome acknowledgement of our commitment to staff well-being and to having a workplace with flexible work arrangements and a healthy work-life balance.

Blackrock Health are honoured to be listed in the prestigious “**IBEC Leading in Wellness Top 100 Companies**” compiled by IBEC and Business & Finance. This recognition is a testament to our ongoing efforts to prioritise the health and wellbeing of our employees. At Blackrock Health, we understand that our people are our greatest asset and we're delighted to see our efforts being recognised.



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