



# GENDER PAY GAP REPORT

2022



# BEACON HOSPITAL OVERVIEW

We welcome the introduction of gender pay gap reporting, which will help organisations progress towards achieving greater gender equality in the workplace. With more than 50 nationalities, and 72% female workforce, strong Diversity, Equality and Inclusion (DE&I) practices have always been a cornerstone of the Hospital as will continue to be as we accelerate growth and deliver excellent patient care in Ireland's most technologically advanced private hospital.

As we prepare to enter 2023, recruitment and retention of Healthcare staff remains a challenge throughout our sector. We at Beacon Hospital pride ourselves on always providing the best facilities, best consultants and the most modern technologies, however we fully recognise that we can only deliver this through a dedicated, skilled and diverse workforce. Our policies and practices in DE&I play a key role in attracting, retaining and motivating our staff. They remain a key strategic priority and are closely monitored and reviewed.

We constantly strive to ensure we build and develop a pipeline of diverse talent to support both the needs of the hospital and the career goals of our staff.

Gender pay gap reporting is one tool that allows us to measure our progress. We are pleased to report that the gender pay gap in Beacon Hospital is relatively modest compared to national averages and reflects the fairness in how we compensate our people regardless of gender.



# GENDER PAY GAP REPORTING

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. First introduced in 2021, The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of predetermined metrics.

For the first time, in 2022, this Act has called for organisations with greater than 250 employees to report on and publish the findings of this report.

## How This Report is Composed:

Organisations have been advised they must take a 'snapshot' date from the month of June 2022. The report must be based on the 12 months directly preceding that date, as well as the selected date itself.

For this report, the date Beacon Hospital has chosen is June 30th 2022.

The statutory finding required to be published are:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females in receipt of Benefit in Kind (BIK) elements of remuneration
- Proportion of males and females by quartile pay band



# GENDER PAY GAP REPORTING VS GENDER PAY EQUITY

## Gender Pay Gap:

Gender Pay Gap refers to the difference between what is earned on average by men and women based on average gross hourly earnings of all paid employees.

## Gender Pay Equity:

Gender Pay Equity seeks to ensure that employees who perform the same role, in the same location, with the same responsibilities, experience, competencies and skills are paid equally irrespective of their gender.

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



# UNDERSTANDING THE TERMINOLOGY

## **Mean:**

The mean pay gap is the difference in the average hourly pay for women compared to men.

## **Median:**

The median pay gap represents the middle point of the male population versus the female population.

## **Hourly Rate:**

Total Earned (both Ordinary Pay and Bonus) / Hours worked.

## **Ordinary Pay:**

This includes the normal salary paid to the employee, allowances, over time and shift premiums.

## **Bonus:**

Average bonus earned in the previous 12 months. This includes bonus payments in the form of money and vouchers, related to productivity, performance, incentives or commission.

## **Quartiles:**

Gender Pay Gap Reporting requires an organisation to divide their employees into quartiles based on their hourly remuneration and then report each quartile by the percentage of males and females.

## **Benefit in Kind (BIK):**

Any non-cash benefit of monetary value provided to an employee, in Beacon Hospital's case, Private Health Insurance.



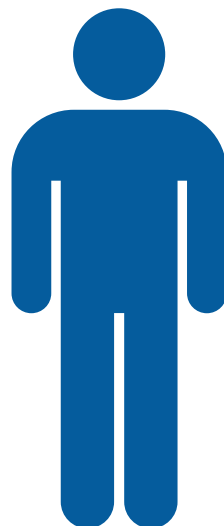
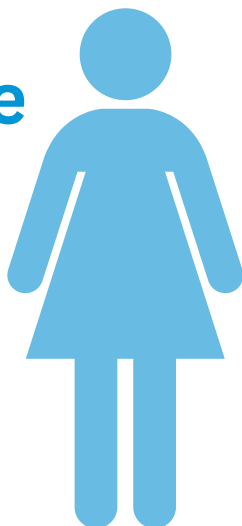
# OUR WORKFORCE

The workforce of Beacon Hospital has grown steadily since its opening in 2006 and continues to rise year on year to this present day. We have ambitious plans to continue this growth cycle into the future and expect our workforce to grow accordingly over the coming years.

The hospital leadership team have clear strategic plans and targets for staff recruitment, retention and development. We can only do this by building and developing pipelines of diverse talent. A fair and equitable approach to how we compensate our staff is key to how we achieve this.

The gender split in our workforce is weighted towards female as is typical within the Healthcare industry.

**72%  
Female**



**28%  
Male**

# GENDER PAY GAP STATISTICS

| GENDER PAY GAP BY                  | MEAN (%) | MEDIAN (%) |
|------------------------------------|----------|------------|
| Hourly Rate                        | 6.74     | -1.53      |
| Bonus                              | 49.13    | 0.00       |
| Hourly Rate (Part Time)            | -3.54    | 4.58       |
| Hourly Rate (Temporary Contractor) | 8.58     | 21.10      |

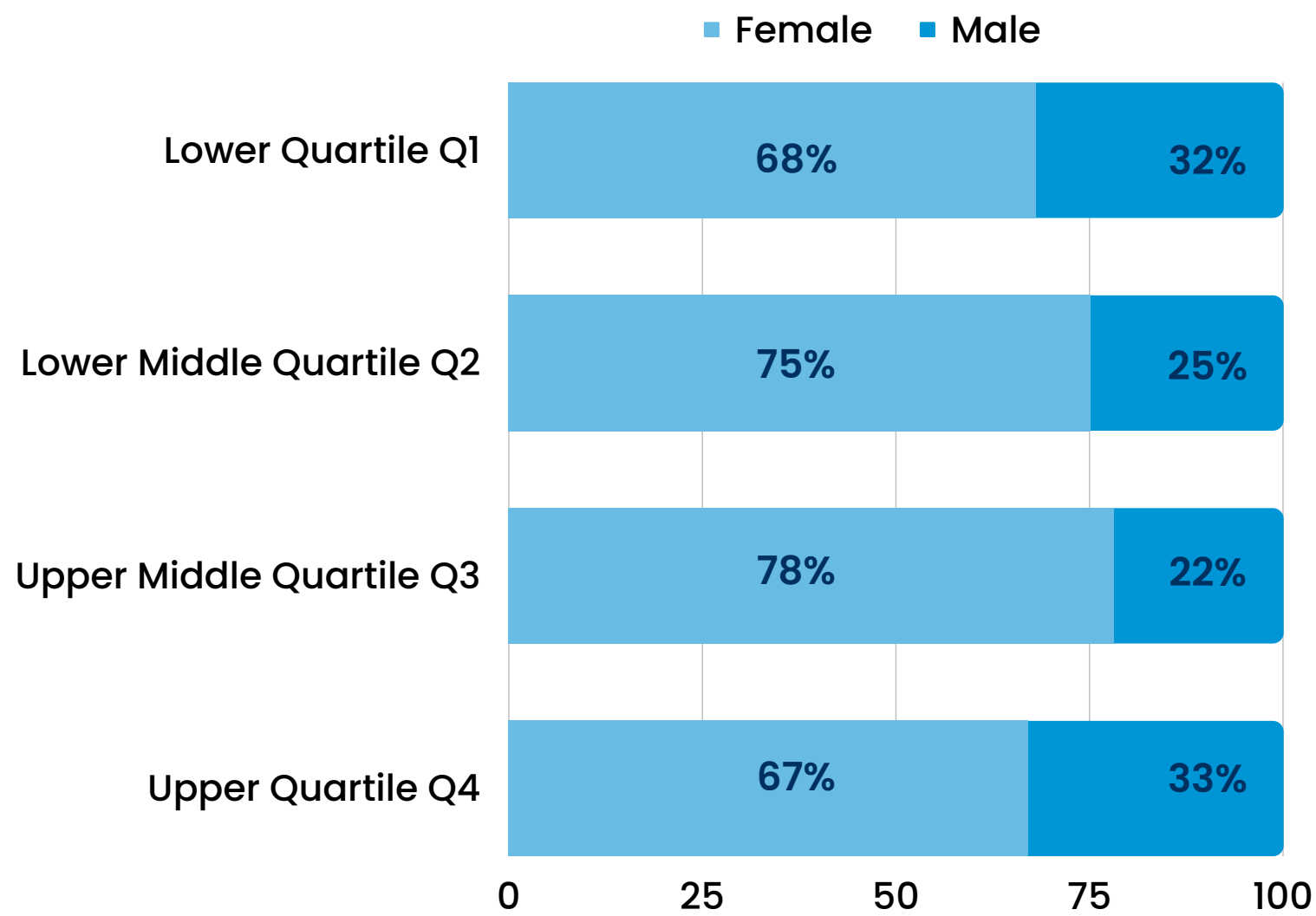
| BONUS PAID  | MALE (%) | FEMALE (%) |
|-------------|----------|------------|
| Proportions | 78.70    | 83.90      |

| BIK PAID    | MALE (%) | FEMALE (%) |
|-------------|----------|------------|
| Proportions | 39.91    | 45.51      |

# GENDER PAY GAP STATISTICS

CONTINUED

## Percentage of Employees in each Pay Quartile





# INTERPRETING THE STATISTICS

## Hourly Rate:

- The mean hourly rate gender pay gap is 6.7%. This is below the national average being reported in Ireland of 14%.
- The negative median pay gap of 1.5% highlights the close alignment that exists between male and female pay within the organisation

## Bonus:

- The gender pay gap on bonus of 49% reflects the current ratio of gender representation at Senior Executive level in the organisation. The hospital will continue programmes to develop both female and male staff to take senior management and executive positions when they become available.

## Hourly Rate (Part-Time):

- The hourly rate for part time workers varies little with a mean of 3.5% in favour of female and a median of 4.6% in favour of male.

## Hourly Rate (Temporary Contractor):

- The hourly rate pay gap for temporary contractors is +8.6% at the mean and +21.1% at the median. These figures are heavily skewed by the relatively small number of temporary contractors in relation to permanent employees.

## Bonus Paid:

- The percentage of staff paid a bonus varies little between male and female.

# INTERPRETING THE STATISTICS

## CONTINUED...

### BIK Paid:

- BIK percentages between males and females are broadly similar with the hospital operating a heavily subsidized private healthcare scheme for employees with equal take up amongst male and female employees.

### Quartile Analysis:

- The quartile analysis is broadly similar across the quartiles and reflects the nature of employees in a healthcare setting which traditionally tends to be weighted more towards females.





# ADDRESSING THE PAY GAP

## Diversity, Equality and Inclusion (DE&I)

- We are an equal opportunities employer targeting skilled healthcare employees in a challenging recruitment environment. We strive to recruit without ethnic and gender bias, and with equal pay.
- We recognise that strong policies and practice in DE&I will benefit the Hospital, individual staff and our patients.
- We will continue to review and improve our policies and procedures to enhance fairness and equity with regard to gender at all levels in the organisation.
- We review attrition through a gender lens for trends. We continue to monitor.

## Targeted and Practical Supports

- We provide extensive supports for parents & carers both when out of the workplace, and when they return. We strongly believe this is important to retain female talent which will support our employees through their career lifecycle and help us achieve better gender balance at senior levels.



# ADDRESSING THE PAY GAP

## CONTINUED...

- We provide specific training to managers and those in supervisory positions on the importance of equality at all levels, including pay.
- We continue to value the importance of internal promotions and internal succession planning, recognising the opportunity for female staff to contribute at higher levels as they progress their career.

## Talent

- We review job descriptions to ensure that the language used is inclusive and gender neutral. We have business processes such as recruiting, reward and recognition, talent development, performance management, that are fair and equitable, and help us realise the potential in our skilled talent pool.
- Succession planning helps us to support the progression of diverse talent in managerial and executive positions.







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