



GENDER PAY GAP REPORT

2023



BEACON HOSPITAL FOREWORD

We are pleased to present Beacon Hospital's second annual gender pay gap (GPG) report - 2023. GPG reporting helps organisations progress towards achieving greater gender equality and pay equality in the workplace. With more than 50 nationalities, and 72% female workforce, strong Diversity, Equality and Inclusion (DE&I) practices have been a cornerstone of the Hospital as we continue to accelerate growth and deliver excellent patient care in Ireland's most technologically advanced hospital.

As we enter 2024, we are well positioned to meet the staffing needs of our hospital. Whilst 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 to our patients. 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

How This Report is Composed:

The gender pay gap is the difference in the average hourly wage of men and women across a workforce.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of predetermined metrics.

The reporting period is the 12 months immediately preceding and including the 30th June 2023.

The statutory findings 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 – not just men and women doing the same job, or with the same experience or working pattern.

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.

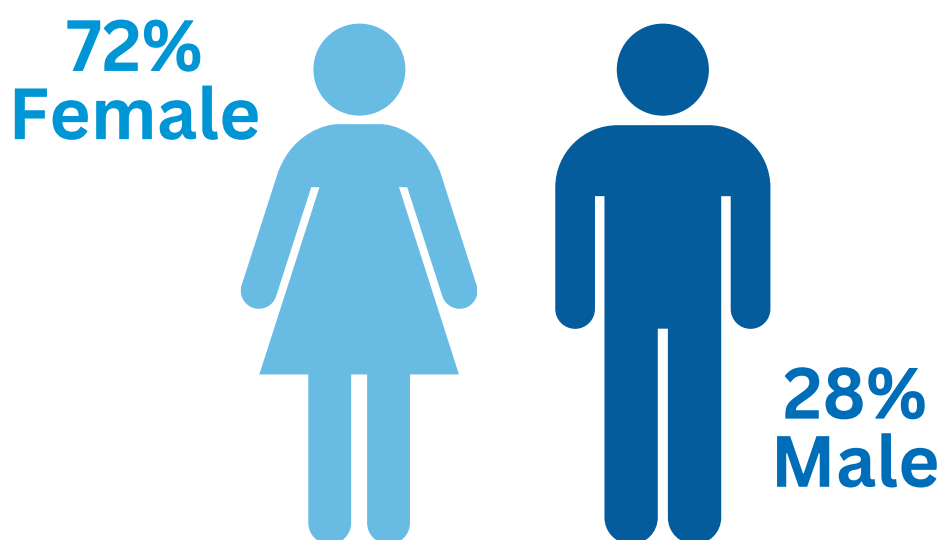


OUR WORKFORCE

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 expand the hospital in the coming years, and expect our workforce to grow accordingly.

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.



GENDER PAY GAP STATISTICS

GENDER PAY GAP BY	MEAN (%)	MEDIAN (%)
Hourly Rate	8.96	-3.15
Bonus	35.62	0.00
Hourly Rate (Part Time)	18.10	-30.30
Hourly Rate (Temporary Contractor)	0.07	12.82

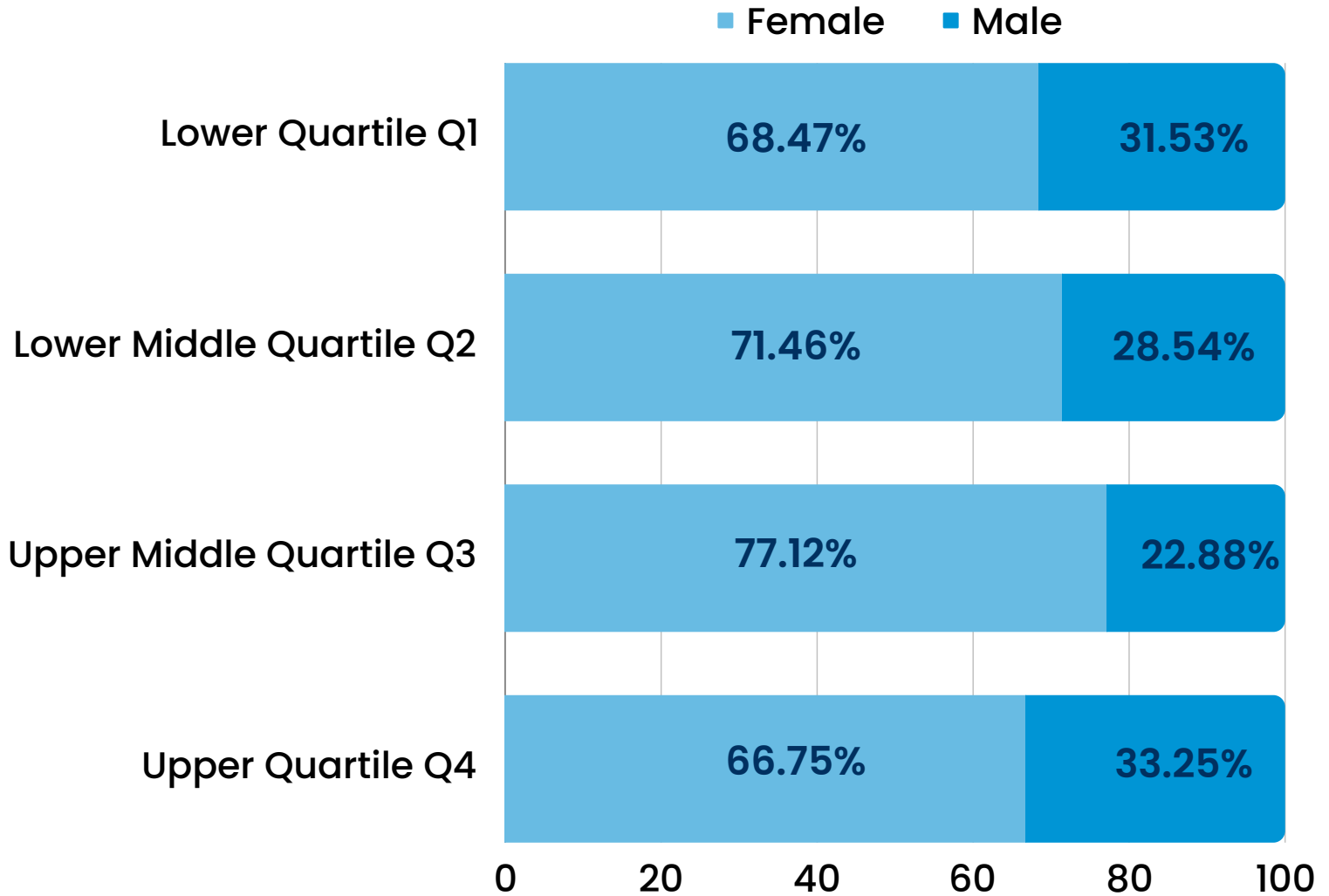
BONUS PAID	MALE (%)	FEMALE (%)
Proportions	73.63	78.41

BIK PAID	MALE (%)	FEMALE (%)
Proportions	42.19	47.34

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 +8.96%. This is below the national average being reported in Ireland of +9.60%*. The gap represents having more males in executive positions than females.
- The negative median pay gap of -3.15% highlights the close alignment that exists between male and female pay across the organisation.

Bonus:

- The gender pay gap of +35.6% on bonus pay reflects the higher proportion of male representation at executive level in the organisation. This gap has reduced significantly from last year's +49.0%.

Hourly Rate (Part-Time):

- The pay gap for part time workers is +18.10% largely driven by a larger percentage of higher paid part time NCHD's being male. The median measurement shows a -30.30% gap in favour of females.

Hourly Rate (Temporary Contractor):

- The hourly rate pay gap for temporary contractors shows no difference at the mean and +12.82% at the median. These figures are heavily skewed by the relatively small number of temporary contractors in the organisation.

**Source: Central Statistics Office, 2022*

INTERPRETING THE STATISTICS CONTINUED...

Bonus Paid:

- The percentage of staff receiving bonus payments varies little between male and female.

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 to the overall gender percentage split across the hospital.





ADDRESSING THE PAY GAP

Diversity, Equality and Inclusion (DE&I)

- Beacon Hospital is an equal opportunities employer targeting skilled healthcare employees in a challenging recruitment environment. We strive to recruit without 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.
- We have recently established a LGBTQ+ committee to champion education, training, inclusion and diversity around LGBTQ+.

ADDRESSING THE PAY GAP CONTINUED...

- We have specific targeted supports to champion employee wellbeing both inside and outside the workplace. We will continue to develop these in the coming year.
- 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.





GENDER PAY GAP REPORT

2023