



Tallaght University Hospital

Ospidéal Ollscoile Thamhlachta

An Academic Partner of Trinity College Dublin

Gender Pay Gap Report 2024

Contents:

Introduction3

Context3-4

Workforce in TUH4-5

Methodology6

Gender Pay Gap Metrics.....7

Reporting Metrix.....8

Action Plan.....8

Introduction

The Gender Pay Gap Information Act 2021 was signed into law in Ireland on 13 July 2021. The Employment Equality Acts 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 came into operation on 31 May 2022. As an organisation with more than 250 employees, we are required under the Gender Pay Gap Information Act 2021 to publish our gender pay figures across a range of metrics. The reporting reference period for this report is for 2024.

Context

Tallaght University Hospital (TUH) commitment to both its patient and staff is clearly visible in our vision, mission and values of our hospital. A skilled, satisfied and motivated workforce is a prerequisite to high quality care and achieving all the challenging objectives set out in the [Hospital strategy](#). The Hospital is immensely proud of its staff and are working hard to become a 'magnet' organisation that attracts, develops and retains top talent.

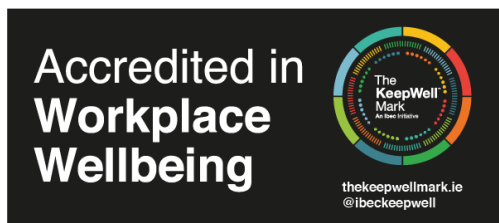


This commitment is evident in everything we do both at an operational and strategic level. At an operational level, Tallaght University Hospital is committed to providing equal opportunities for all employees and those being considered for employment in accordance with Employment Equality Acts 1998 -2015.

Our recruitment and selection policies and practices are in line with the Commission for Public Service Code of Practice for appointment made to the Civil and Public Service. Other HR policies such as our Dignity at Work, Employment Equality and Diversity, and Code of Conduct demonstrate the Hospital's commitment to the Health & Wellbeing of our staff.

Commitment to being an equal opportunities employer is also evident in our [HR Strategy 2020-24](#), [Learning & Development Strategy 2023-2025](#) as well as the [Health & Wellbeing Strategy 2022-2026](#).

The Hospital pay policy is compliant with the relevant circular and guidelines from Department of Public Expenditure and Reform as well as the Department of Health. Payscales are compliant with the Department of Health consolidated salary scales (in accordance with the FEMPI acts, the public services agreements and the Public Service Pay and Pension Act 2017).



Commitment to our staff begins once they start working and continues throughout their career pathway with us.

In order to support them through this journey the Hospital has a committed Centre for Learning & Development to ensure every staff members has

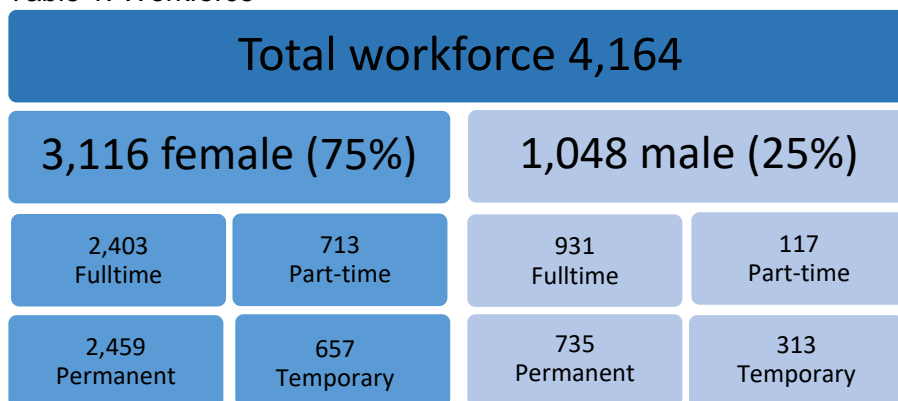
access to progress through their career.

Staff can also access the TUH Career Development Hub hosted on HSEland which outlines the competencies, qualifications and training available for roles in the Hospital to support career progression. We also have dedicated Health & Wellbeing Manager supporting wellbeing of all staff throughout the Hospital, our efforts in this area have been recognised with the award of the Keep Well Mark from IBEC

Workforce in TUH

Tallaght University Hospital has a total workforce including students of 4206 for the purposes of the report. This year 75% are female (3151) and 25% are male (1055) as outlined in Table 1 below. We have seen a decrease of 0.5% in males in 2024.

Table 1: Workforce



The workforce is classified and reported under six staff categories as outlined in Table 2.

Table 2: Total number of male and female staff in each division

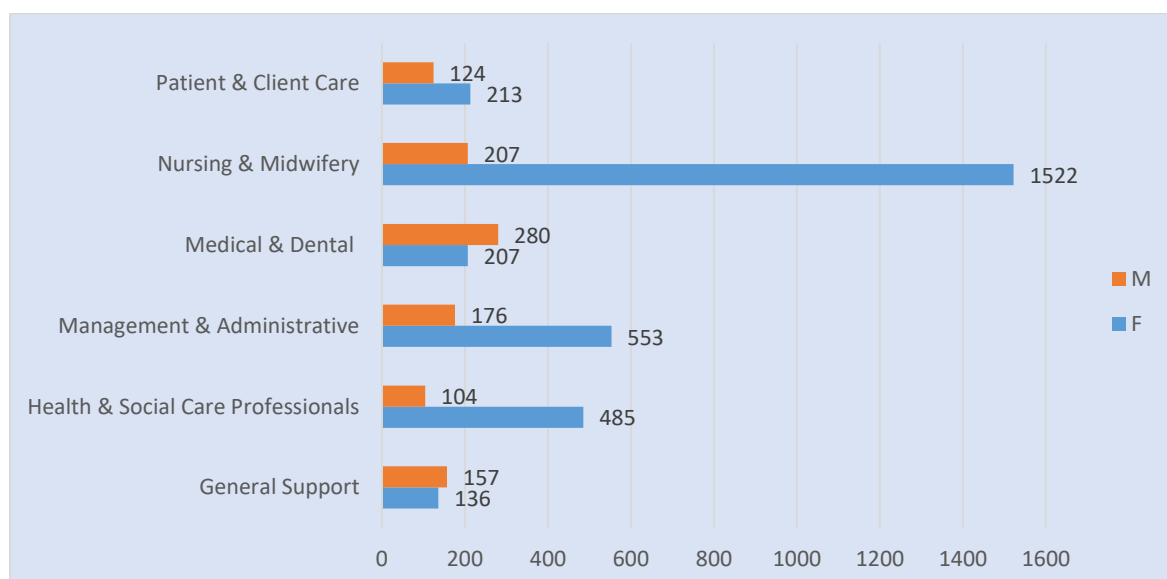


Table 2a: Categories by gender as a percentage

As at 30th June 2023

| | General Support | Health & Social Care Professional | Management & Administrative | Medical & Dental | Nursing & Midwifery | Patient & Client Care |
|--------|-----------------|-----------------------------------|-----------------------------|------------------|---------------------|-----------------------|
| Female | 46.4% | 82.3% | 75.9% | 42.5% | 88.0% | 63.2% |
| Male | 53.6% | 17.7% | 24.1% | 57.5% | 12% | 36.8% |

Compared to 2023 the areas that have seen an increase in the number of females is General Support (3.81%), Health & Social Care Professional (0.09%), and Nursing and Midwifery (0.34%). There has been an increase in males in Management and Administrative (1.82%), Medical and Dental (4.68%) and Patient & Client Care (0.49%)

Table 3: Number of part-time staff in each category and by gender as a percentage

| | Total number of Part-time staff in each division | Of the total part-time staff % that are Female | Of the total part-time staff % that are Male |
|-----------------------------------|--|--|--|
| Medical & Dental | 39 | 51.3% | 48.7% |
| Nursing & Midwifery | 301 | 95.3% | 4.7% |
| Health & Social Care Professional | 98 | 95.9% | 4.1% |
| Management & Administrative | 166 | 95.8% | 4.2% |
| General Support | 109 | 65.1% | 34.9% |
| Patient & Client Care | 117 | 70.1% | 29.9% |

830*

* part-time staff account for 20% of the workforce, a reduction of 1.67% from last year

Similar to last year the % of female staff in all areas, except Nursing and Midwifery (+0.7%), working part-time has reduced (General Support -0.9%, Health and Social Care Professional -0.8%, Management and Administrative -0.7%, Medical and Dental -3.6% and Patient & Client Care -0.1%). % of male staff working part-time has increased.

Methodology

The data source for this report, was provided to TUH by the HSE SAP Centre of Excellence (SAP CoE) in November 2024. It is based on the template and the method of calculation set by the SAP CoE. It excludes the requirements to report on Bonus Payments and Benefit in Kind as they are not relevant to staff working in TUH.

The steps outlined below were undertaken to extract employee level data for gender pay reporting and a final report was produced:

Identification of active employees:

- a) Extracting the relevant payroll information in relation to these staff for the reporting reference period of 2024.
- b) Grouping of all payroll values paid to employees that fall under the heading of Ordinary pay which includes Basic Pay, Overtime, Allowances and Premia.
- c) Extraction of employee Planned Time Hours, Overtime Hours and Unpaid hours of these staff members.
- d) Calculations of an hourly rate of pay by employee, by dividing Ordinary Pay Amount by the Pay Hours.
- e) Sorting all employees by Hourly rate in order to create the Quartiles required.

Note: The SAP Standard 2024 GPG Report processes employees who are Temporary and Part Time differently to the SAP CoE 2023 and 2022 Reports:

2024 Report counts these employees as only temporary (i.e. not included in part time statistics)

2022 and 2023 reports counted these employees as both temporary and part time (i.e. included in both temporary and part time statistics)

TUH is committed to reviewing and analysing this report and its associated data in order to implement appropriate improvement or new policies and practices to address, where possible, gender pay/other resourcing gaps in the Health sector.

Note all data processing was carried out in accordance with the Data Protection Regulations and undertaken by authorised staff.

Gender Pay Gap Metrics

Table 4:

| HOURLY REMUNERATION QUANTILES 2024 | | | | |
|---|------------------------------|-------------------------------------|-------------------------------------|------------------------------|
| | Quartile 1: Lower | Quartile 2: Lower middle | Quartile 3: Upper middle | Quartile 4: Upper |
| Male % | 27.9% | 19.4% | 19.3% | 34.1% |
| Female % | 72.1% | 80.6% | 80.7% | 65.9% |

This figures are broadly in line with last year's figures.

Table 5:

| REPORTING METRIC | RESULT |
|---|--------|
| MEAN HOURLY REMUNERATION | |
| Difference between mean hourly remuneration of male and female employees expressed as % of mean hourly remuneration of male employees | 21.7% |
| Difference between mean hourly remuneration of male and female part-time employees expressed as % of mean hourly remuneration of part time male employees | 21.4% |
| Difference between mean hourly remuneration of male and female employees on temporary contracts expressed as % mean hourly remuneration of male employees on temporary contracts | 30.2% |
| MEDIAN HOURLY REMUNERATION | |
| Difference between median hourly remuneration of male and female employees expressed as % of median hourly remuneration of male employees | 4.1% |
| Difference between median hourly remuneration of male and female part-time employees expressed as % of median hourly remuneration of part time male employees | -7.6% |
| Difference between median hourly remuneration of male and female employees on temporary contracts expressed as % of median hourly remuneration of male employees on temporary contracts | 31.6% |
| Mean Bonus Remuneration* | N/A |
| Median Bonus Remuneration* | N/A |
| Bonus and Benefit in Kind (BIK)* | N/A |

*No calculations have been provided as TUH does not make any bonus or BIK payments,

Factors Influencing the Gender Pay Gap

Full Time Staff (21.7% mean hourly and 4.1% median hourly)

In TUH the gap between the number of women and men in higher paid roles has extended and there remains a higher number of male workers in roles at a higher rate of pay when compared to female workers. The overall GPG in this area is likely owing to the variance in the gender profile across the staff categories, particularly in the Medical and other specialist areas who are linked with the highest pay scales. This, combined with the comparison of a lower percentage of females in those higher paid categories and a higher percentage in the lower paid categories, when compared to overall rate.

Part-time Staff (21.4% mean hourly and – 7.6% median hourly)

In 2024 the Hospital experienced an overall increase in the number of males choosing part-time work arranging in all areas except management & administration and patient & client care. There was a reduction in the number of part-time staff in these areas. With the increase in the number of male worker, on higher rates of pay, the difference in the mean hourly rate has increased. However, while a high volume of female workers continue to opt to avail for more flexible working hours the number of males selecting this option has increase therefore closing the gap a bit compared to last year.

Temporary Staff (30.2% mean hourly and 31.6% median hourly)

When compared to 2023 the changes have evidently increased the % differences in the mean and median. This is due firstly to the overall increase in temporary posts in TUH but secondly due to the higher increase in the number of females in these posts compared to

males. The main key factor here is the high proportion of our workforce that are temporary of which the largest proportion is attributed to our Non Consultant Hospital Doctors. These staff members in training posts and rotate across the Health system as part of their education and training.

Action Plan – Measure to Address and Minimise Gender Pay Gaps

- Ensure continued compliance with equity of pay and promotion in accordance with Department of Health guidelines and best practice.
- Ensure the Hospital's recruitment and on boarding policies and procedures are progressive to promote and accommodate diversity and equality in TUH.
- Assist all staff in developing their Learning & Development pathway through the promotion of the Hospital Centre of Learning & Development department, its comprehensive Learning & Development strategy as well as its Career Development hub.
- Support staff via family friendly and all other relevant policies and practices which focus on equality and fairness in the workplace.

Ends.