



Tallaght  
University  
Hospital

Ospidéal  
Ollscoile  
Thamhlachta

An Academic Partner of Trinity College Dublin

Celebrating  
**25** years

## Tallaght University Hospital Gender Pay Gap Information Act 2021-2022

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## 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 01.07.2021 until 30.06.2022.

## 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, TUH 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 & 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](#).

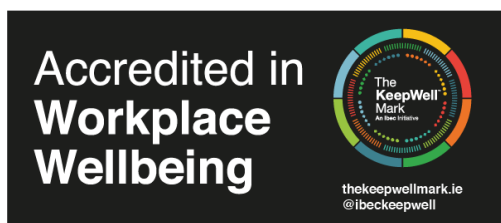
The Hospital pay policy is compliant with the relevant circular and guidelines from Department of Public Expenditure & Reform as well as the Department of Health. Pay scales are compliant with the Department of Health consolidated salary scales (in accordance with the FEMPI acts, the public services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

Commitment to our staff begins once they commence in TUH and continues throughout their career pathways with us.



In order to support them through this journey the Hospital has a dedicated Centre for Learning & Development to ensure every staff member has access and support to progress through their career.

Staff can access our 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 a dedicated Health & Wellbeing Manager supporting wellbeing of all staff throughout the Hospital. The Hospital has also been accredited with Keep Well Mark from IBEC

### Workforce in TUH

TUH has a total workforce of 3,383 of which 75% 2,553 are female and 25% 830 are male as outlined in Table 1 below.

Table 1:

<b>Total workforce 3,383</b>			
<b>2,553 female (75%)</b>		<b>830 male (25%)</b>	
1,848 Fulltime	705 Part-time	736 Fulltime	94 Part-time
2,097 Permanent	456 Temporary	601 Permanent	229 Temporary

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

Table 2:

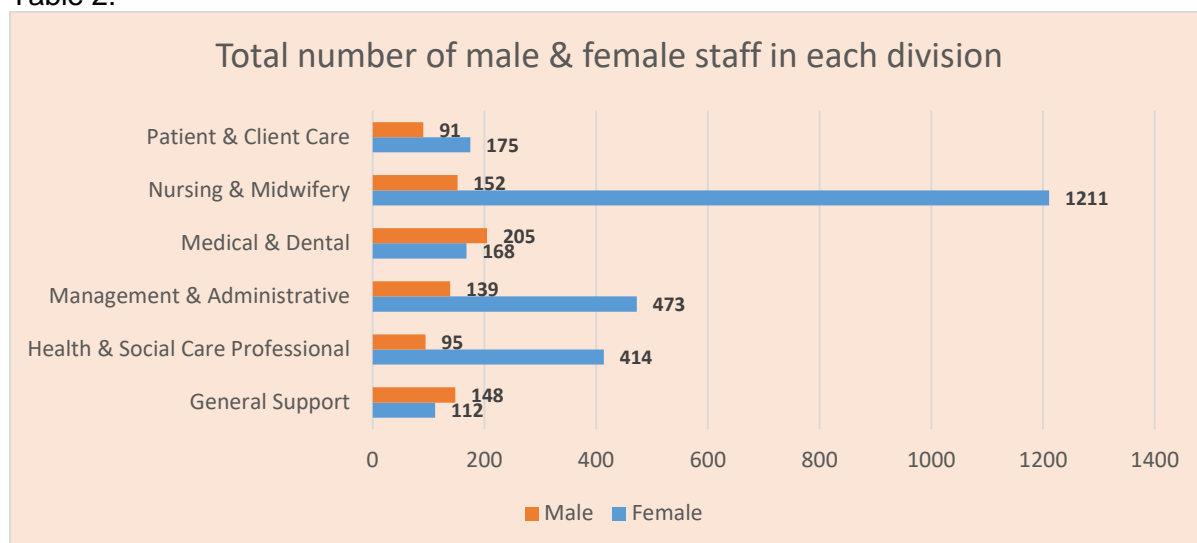


Table 2a shows the categories by gender as a percentage:

Table 2a

	Total	General Support	Health & Social Care Professional	Management & Administrative	Medical & Dental	Nursing & Midwifery	Patient & Client Care
Female	75.47 %	43.08%	81.34%	77.29%	45.04%	88.85%	65.79%
Male	24.53 %	56.92%	18.66%	22.71%	54.96%	11.15%	34.21%

Table 3 shows the number of part-time staff in each category and by gender as a percentage.

Table 3

	Total number of Part-time staff in each division	% Part-time staff that are Female	% Part-time staff that are Male
Medical & Dental	23	1.25%	1.63%
Nursing & Midwifery	323	38.80%	1.63%
Health & Social Care Professional	90	10.76%	0.50%
Management & Administrative	165	19.65%	1.00%
General Support	82	7.01%	3.25%
Patient & Client Care	116	10.76%	3.75%
	<b>799</b>	<b>88.24%</b>	<b>11.76%</b>

## Methodology

The data source for this report, was provided to TUH by the HSE SAP Centre of Excellence (SAP CoE) in December 2022. 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 from all sites as at 30<sup>th</sup> June 2022:

- a) Extracting the relevant payroll information in relation to these staff for the reporting reference period of 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022.
- 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.

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.

*It should be noted that all data processing was carried out in accordance with the Data Protection Regulations and undertaken by authorised staff.*

## Gender Pay Gap Metrics

**Table 4:**

<b>HOURLY REMUNERATION QUARTILES</b>				
	<b>Quartile 1: Lower</b>	<b>Quartile 2: Lower middle</b>	<b>Quartile 3: Upper middle</b>	<b>Quartile 4: Upper</b>
Male %	28%	21%	18%	32%
Female %	72%	79%	82%	68%

**Table 5:**

<b>REPORTING METRIC</b>	<b>RESULT</b>
<b>MEAN HOURLY REMUNERATION</b>	
Difference between mean hourly remuneration of male and female employees expressed as % of mean hourly remuneration of male employees	15%
Difference between mean hourly remuneration of male and female part-time employees expressed as % of mean hourly remuneration of part time male employees	3%
Difference between mean hourly remuneration of male and female employees on temporary contracts expressed as % mean hourly remuneration of male employees on temporary contracts	19%
<b>MEDIAN HOURLY REMUNERATION</b>	
Difference between median hourly remuneration of male and female employees expressed as % of median hourly remuneration of male employees	1%
Difference between median hourly remuneration of male and female part time employees expressed as % of median hourly remuneration of part time male employees	-3%
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	22%
Mean Bonus Remuneration*	N/A
Median Bonus Remuneration*	N/A
Bonus & 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 (15% mean hourly and 1% median hourly)**

There are several key factors that contributes to this apparent disparity in the mean hourly remuneration rate of pay for full time staff.

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. However just to note that there has been a shift in the medical category in the last 20 years where in 2002 the male/female ratio was 28% female to 72% male, whereas in 2022 it is 45% female and 55% male.

### **Part-time Staff (3% mean hourly and – 3% median hourly)**

TUH offer flexible working patterns and options to all of its staff. Whilst there are higher percentage of females (88%) opting to work part-time the mean hourly remuneration variance is minimal.

### **Temporary Staff (19% mean hourly and 22% median hourly)**

The results of these categories are attributed to one key factor. A feature of the Health Sector workforce is training posts. 20% of our total workforce are temporary and a large proportion of these are our Non Consultant Hospital Doctors who are in training posts as they rotate across the Health system as part of their education and training. As noted previously this category of staff have an overall lower proportion of females (46%) to males (54%) compared to the overall Hospital ratio of 75% females and 25% males.

## **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 accommodated greater diversity and equality in TUH.
- Set objectives associated with staff retention and performance achievement.
- Promote a greater positive work environment with the introduction of its Values in Action Programme and implementation of its Health & Wellbeing strategy.
- Assist all staff in developing their Learning & Development pathway through the promotion of the Centre of Learning & Development department, its comprehensive Learning & Development strategy as well as its Career Development hub.
- Enhance greater accountability amongst the Leadership teams throughout the Hospital.
- Analyse the statistics available from the Gender Pay Gap report and develop relevant programmes or changes to encourage greater gender balance.
- Support staff via family friendly and all other relevant policies and practices which focus on equality and fairness in the workplace.