



Tallaght University Hospital

Ospidéal Ollscoile Thamhlachta

An Academic Partner of Trinity College Dublin

Gender Pay Gap Report 2023

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Introduction

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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.

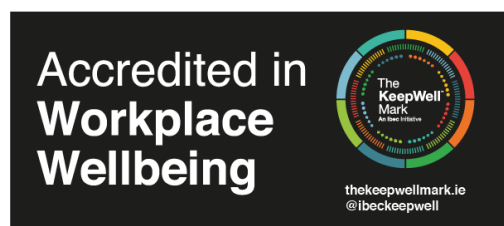


This commitment is evident in everything we do both at an operational and strategic level. At an operational level, Tallaght University Hospital is committed to providing equal opportunities for all employees and those being considered for employment in accordance with Employment Equality Acts 1998 -2015.

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).



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

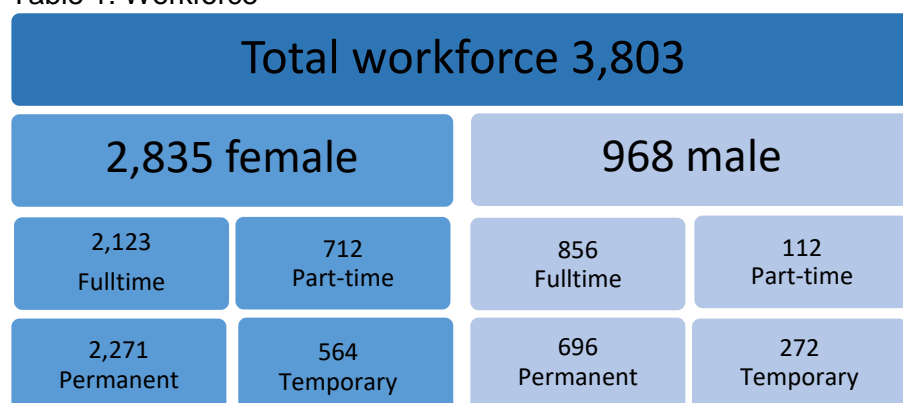
access to progress through their career.

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 of 3,803. This year 74.5% / 2,835 are female and 25.5% / 968 are male as outlined in Table 1 below. We have seen a 0.5% increase in males in TUH analysis in the last year.

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

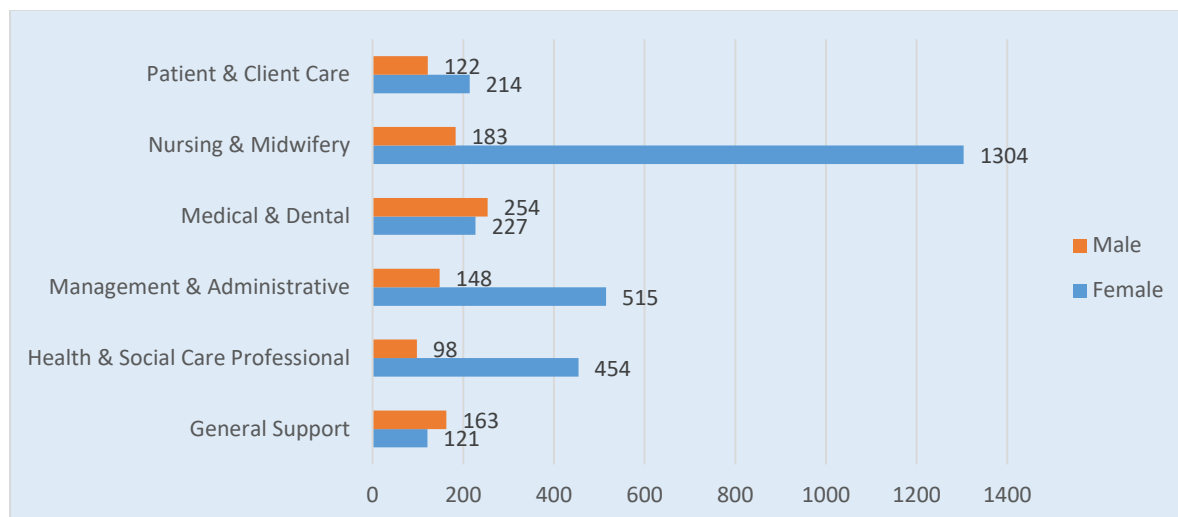


Table 2a: Categories by gender as a percentage

	Total	General Support	Health & Social Care Professional	Management & Administrative	Medical & Dental	Nursing & Midwifery	Patient & Client Care
Female	75.5%	42.61%	82.25%	77.68%	47.19%	87.69%	63.69%
Male	24.5%	57.39%	17.75%	22.32%	52.81%	12.31%	36.31%

Compared to 2022 the three areas that have seen an increase in the number of females are; Health & Social Care Professional 0.91%, Management & Administration 0.39% and Medical & Dental 2.15%. There has been an increase in males in General Support 0.47%, Nursing & Midwifery 1.15% and Patient & Client Care 2.10%.

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	31	54.84%	45.16%
Nursing & Midwifery	301	94.68%	5.32%
Health & Social Care Professional	91	96.70%	3.30%
Management & Administrative	171	96.49%	3.51%
General Support	106	66.04%	33.96%
Patient & Client Care	124	70.16%	29.84%

824*

* part-time staff account for 21.67% of the workforce

Since 2022 there has been a reduction in the number of female staff that work part-time and an increase in number of male staff that work part-time.

Methodology

The data source for this report, was provided to TUH by the HSE SAP Centre of Excellence (SAP CoE) in November 2023. 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 2023.
- 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.

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 QUARTILES 2023				
	Quartile 1: Lower	Quartile 2: Lower middle	Quartile 3: Upper middle	Quartile 4: Upper
Male %	31%	20%	19%	33%
Female %	69%	80%	81%	67%

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	17%
Difference between mean hourly remuneration of male and female part-time employees expressed as % of mean hourly remuneration of part time male employees	12%
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%
MEDIAN HOURLY REMUNERATION	
Difference between median hourly remuneration of male and female employees expressed as % of median hourly remuneration of male employees	0%
Difference between median hourly remuneration of male and female part-time employees expressed as % of median hourly remuneration of part time male employees	-10%

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 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 (17% mean hourly and 0% median hourly)

One of the key factors that has seen an increase to 17% and the median reducing to 0% is firstly the increase in male staff overall and secondly the number of male workers in roles at a higher rate of pay when compared to female workers. This year, there continues to be an 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. Additionally, the increase in the number of females in the Medical category continues with to increase. This year there was an increase of 2.15%.

Part-time Staff (12% mean hourly and – 10% median hourly)

TUH offer flexible working patterns and options to all of its staff. With the increase in the number of male worker, on higher rates of pay, the difference in the mean hourly rate has increased. However, due to the high volume of female workers opting to avail of more flexible working hours it has resulted in the median hourly rate of male workers reducing to 10%.

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

When compared to 2022 results there has been no change. 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. As noted previously this category of staff have an overall lower proportion of females (50.3%) to males (49.7%) compared to the overall Hospital ratio of 74.5% females and 25.5% 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 Hospital Centre of Learning & Development department, its comprehensive Learning & Development strategy as well as its Career Development hub.
- 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.

Ends.

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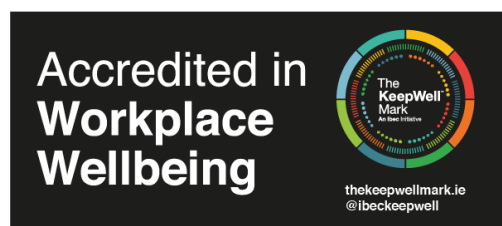


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2,835 female		968 male	
2,123 Fulltime	712 Part-time	856 Fulltime	112 Part-time
2,271 Permanent	564 Temporary	696 Permanent	272 Temporary

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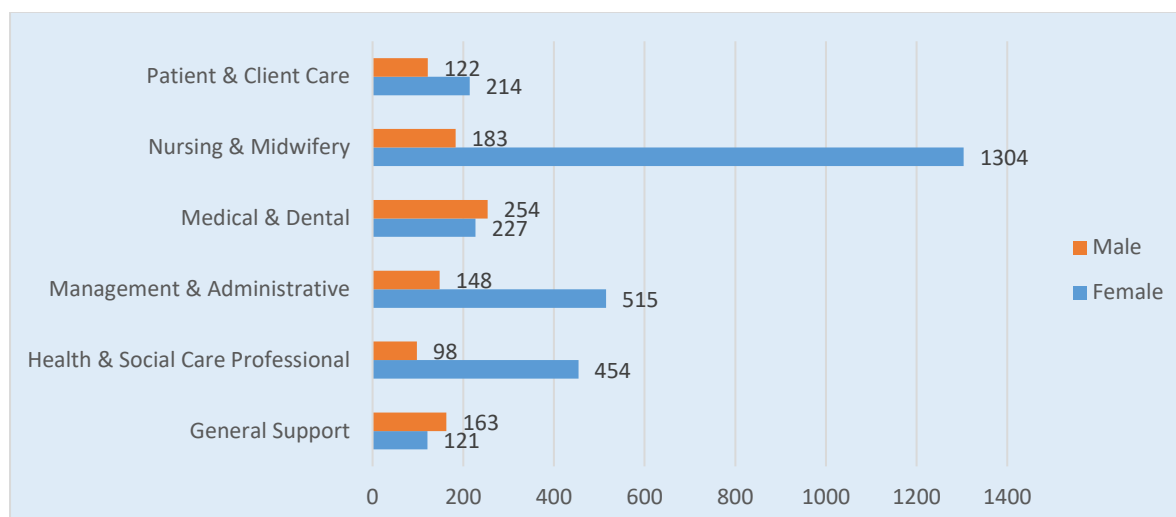


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