



The Coombe Hospital Gender Pay Gap Report, Prepared December 2022

Report on Gender Pay Gap in 2022

Message from the Master/CEO of the Coombe Hospital,

As we employ more than 250 employees we are reporting in line with the requirements of the Gender Pay Gap Information Act 2021.

For nearly 200 years, we have been providing services and support to women and newborns in our local community and across the island of Ireland.

We are committed to supporting a fair and equal workplace for all our staff as which is demonstrated in our gender pay report.

Why are we talking about Gender Pay Gap now?

The Gender Pay Gap Information Act 2021 was signed into law in Ireland in 2021 and requires all organisations with 250 or more employees to publish their gender pay gap information on an annual basis, commencing in December 2022, with a snapshot date in June 2022 including plans to address any gaps.

What is the gender pay gap?

The gender pay gap is the difference on average across a population between men's and women's pay. The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women

It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience We are required to report on 7 key areas and the two key measures are

- The mean pay gap - which is calculated by adding all employees' pay together for each gender to derive an hourly rate of pay for that gender and dividing by the total number of employees.
- The median pay gap – which is calculated by finding the midpoint across all employees' hourly pa

Our Gender Pay Gap explained:-

As you will see the majority of our staff in each of the percentile is predominately female, which is the norm within the Health services and within a Women and Newborn Hospital.

It is clear the hospital has a low level of male staff in each quartiles but in particular in the upper middle.

Total Headcount 1107 Staff (See full stats in the table below)

Female 86.27%

Male 13.73%

Mean Gender Pay Gap: 17.66%

Median Gender Pay Gap: 1.76%

How are we going to address our Gender Pay Gap?

Due to the nature of healthcare especially in a Women and Newborn hospital it is likely there will be and there is a higher proportion of female to male staffing due to the larger category of staff being midwives and nurses. However, there are other categories of staffing within the Hospital where we can focus on a greater gender balance. This will be achieved via:-

Recruitment: in continuing to ensure job advertisements are equal towards both male and female applicants.

Training & Development: continuing to ensure open access for all staff to our internal training sessions.

Career Progression: continuing to ensure that all staff are equally encouraged to progress and ensuring no barriers in place.

The Coombe Hospital December 2022			
Reporting Criteria			
		Mean	Median
		Average	Mid-point
All employees- hourly pay		17.66%	1.76%
All employees - bonus pay		0%	0%
Part-time employees - hourly pay		-49.25%	-47.03%
Temporary contract employees - hourly pay		5.52%	23.46%
Percentage of employees who received a bonus		0%	0%
Percentage of employees who received a benefit in kind		0%	0%
Employees per pay quartile		Male	Female
Lower		16.61%	83.39%
Lower Middle		10.14%	89.86%
Upper Middle		7.97%	92.03%
Upper Quartile		20.29%	79.71%

