



The Coombe Hospital Gender Pay Gap Report, Prepared December 2023

Report on Gender Pay Gap in 2023

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, this is the Coombe's second annual gender pay gap report, taking from a snapshot in June of 2023.

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 finding the percentage difference between the average hourly rate of men and women within the organisation.
- The median pay gap – which is calculated by finding the midpoint percentage difference between the median hourly rate of men and women within the organisation

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 New born Hospital in particular but you will notice that the percentage of men employed across the board compared to last year has increased slightly. The biggest increase being in the lower middle quartile where the figure has increased by 4.61%

The figures also show that the average hourly rate is slightly higher for men but the median hourly rate is higher for women in the organisation.

Total Headcount 1073 Staff (See full stats in the table below) is this staff number correct it is lower than last year?

Female 84.63%
Male 15.37%
Mean Gender Pay Gap: 20.12%
Median Gender Pay Gap: -0.82%

How are we going to address our Gender Pay Gap?

There is a higher proportion of female to male staffing due to the larger category of staff being midwives and nurses and also support staff. However, we can continue to increase the number of males across this and other categories of staffing within the Hospital to achieve greater gender balance. This will be achieved via:

Recruitment: continuing to ensure job advertisements are equal towards both male and female applicants, we can already see an increase in the percentage of men employed with us compared to last year.

Training & Development: continuing to ensure open access for all staff to our internal training sessions and external courses to help all employees develop and progress.

Career Progression: continuing to ensure that all staff are equally encouraged to progress and ensuring no barriers are in place, this includes the development of our flexible/ hybrid working policy.

The Coombe Hospital December 2023 Reporting Criteria			
		Mean	Median
		Average	Mid-point
All employees- hourly pay		20.12%	-0.82%
All employees - bonus pay		0%	0%
Part-time employees - hourly pay		-3.84%	-57.05%
Temporary contract employees - hourly pay		27.02%	36.64%
		Male	Female
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		16.33%	83.67%
Lower Middle		14.80%	85.20%
Upper Middle		9.16%	90.84%
Upper Quartile		21.20%	78.80%