NATIONAL ORTHOPAEDIC HOSPITAL CAPPAGH



MIND THE GAP

Gender Pay Gap Report
as at 30th June 2024

This document outlines the metrics established by the Gender Pay Gap Information Act 2021, highlights our perceptions of the root causes, and proposes actions to narrow this gap. The Act mandates reporting the hourly gender pay gap across various metrics, detailed below. While the legislation also addresses metrics concerning Bonus Payments and Benefits in Kind, these do not apply to HSE-funded Section 38 agencies, including acute hospitals, and are therefore excluded from this report.

The Hospital is recognised for excellence in orthopaedic and musculoskeletal care and serves over 30,000 patients annually. In the Health Information & Quality Authority's National Inpatient Experience Survey, NOHC ranked highest among 40 public hospitals for overall patient experience in 2021 and 2022. The Sunday Independent lists NOHC among Ireland's top 150 Best Employers (2022, 2023, and 2024). Meeting patient needs, enhancing the quality of care and patient experience, and fostering innovations for improved outcomes are fundamental to our mission. A positive workplace empowers our teams to deliver the highest quality of care, and we are committed to ensuring our staff enjoy a supportive, transparent and fair working environment where they can work, learn and excel.

Measuring the Gender Pay Gap

The gender pay gap is the difference in the average hourly pay of men and women across the workforce as at the 30th June 2024. We use mean and media calculations to measure gender pay inequality.	The **mean** is the average hourly pay point of all men and women. The **median** is the midpoint hourly pay point for all men and women. Calculations are provided for full-time, part-time and temporary staff.	Employees are divided into **quartiles** (four categories) according to their income as follows: • Lower • Lower/Middle • Upper/Middle • Upper	Calculations include basic pay, allowances and shift premium pay. The Hospital does not pay bonuses.

3 Years of Gender Pay Gap Reporting

Since reporting began in 2022, the hospital has increased its workforce by 13% to 599 employees. Most staff (74%) are female, and women are well represented at Board, Executive Management and Management levels.

Year	Workforce	Median Hourly Pay Gap	Mean Hourly Pay Gap
2024	599	-1.48%	23.08%
2023	575	-2.37%	18.54%
2022	531	4.35%	23.01%

The Key Driver of NOHC's Gender Pay Gap

Gender pay disparity remains a significant issue in the healthcare sector, because of a low female representation in the surgical professions. This imbalance significantly impacts the fourth quartile which has a large cohort of well-paid and long-serving male consultants. As of 30.06.2024, only five of NOHC's 38 Consultant Orthopaedic Surgeons were female. If we are to tackle gender inequality in this quartile successfully, more women must join the Hospital's surgical staff.

How can we address the Gender Pay Gap?

To encourage more women to enter the surgical profession, deterrents such as lifestyle, societal, and cultural barriers must be addressed at the tertiary level of education. Hospitals must also play their part by attracting more female consultants and supporting them in their roles.





Board of Directors and Worforce Profile

The Board of Directors
The NOHC Board of Directors oversee the Hospital's strategic direction and governance. They do not receive a salary for their work.



Male: 5 (55%)
Female: 4 (45%)

The Executive Management Team
The Executive Management Team is responsible for implementing strategic objectives, ensuring efficient patient care, and driving continuous improvements. They receive salaries for their roles.



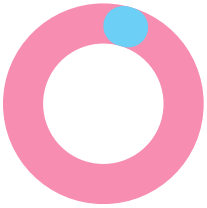
Male: 5 (45.5%)
Female: 6 (54.5%)

Full-time Employees
The Hospital's staff gender profile reflects the dominance of women in national and global healthcare settings. 270 0f the Hospital's 386 Hospital's full time staff are female.



Male: 116 (30%)
Female: 270 (70%)

Part-time Staff
Women also dominate the hospitals part-time workforce accounting for 91% of staff.



Male: 15 (9%)
Female: 147 (91%)

Temporary Staff
Male temporary employees account for the majority of temporary staff.



Male: 30 (54%)
Female: 23 (46%)

Workforce Mean and Median Pay Gaps as at 30.06.2024

Mean and median hourly pay rates are calculated based on ordinary pay including basic pay, allowances and shift premium pay.

	Males	Females	Male Mean Hourly Rate	Female Mean Hourly Rate	Mean	Male Median Hourly Rate	Female Median Hourly Rate	Median
Full-time Employees	116	270	43.541	33.489	23.08%	30.735	31.19	-1.48%
Part-time staff	13	147	76.893	32.451	57.73%	63.85	31.835	50.14%
Temporary staff	30	23	48.018	41.467	13.64%	39.955	38.56	3.49%





Quartiles

Pay quartiles are calculated by splitting Hospital employees into four even groups according to their level of pay. By examining the proportion of men and women in each quartile, we can identify the gender pay gaps.

The table below displays the percentage for each quartile, revealing a greater proportion of females in all quartiles, and minor gender pay gaps in Q1, Q2, and Q3. Although females dominate quartile 4, the presence of highly paid, long-serving male consultant orthopedic surgeons creates mean and median gender pay gap disparities in Q4, which are in favour of men.

	Male %	Female %	Hourly Remuneration Gender Pay Gap Mean	Hourly Remuneration Gender Pay Gap Median
Quartile 1 Lower	30.61	69.39	-0.035%	-0.060%
Quartile 2 Lower Middle	22.45	77.55	-0.102%	-0.455%
Quartile 3 Upper Middle	13.61	86.39	-0.170%	0.300%
Quartile 4 Upper	38.36	61.90	21.310%	12.415%

Notes:

- Negative percentages indicate a gender pay gap in favour of women, while positive percentages indicate that women are in a less favourable position.
- Hospital staff do not receive bonus payments and therefore the mean and median bonus pay gap for bonuses is zero.



Addressing the Gender Gap

Gender pay gaps in the first three quartiles are negligible. However, a significant gap persists in the fourth quartile. This discrepancy is primarily due to many highly paid, long-serving male consultant orthopaedic surgeons in this quartile. To address the gender pay in this group, more female consultant orthopaedic surgeons must join the NOHC staff. Unfortunately, many female medical graduates opt out of higher surgical training, choosing careers that better accommodate family life, and changes in the quartile will be slow-paced.

Encouraging more women to pursue higher surgical training

In a bid to encourage more women to a career in orthopaedic and musculoskeletal surgery, NOHC will continue to:

- operate Transition Year (TY) programmes for secondary school students interested in healthcare, fueling young people's passion for a surgical career.
- celebrate our female expertise at the hospital in the mainstream and specialist media, inspiring the next generation of female surgeons.
- support medical students in developing their surgical skills and pursuing research programmes.
- partner with UCD and the Royal College of Surgeons in Ireland to enhance third-level promotion of female representation in surgical fields.
- engage with the female consultants to better understand how we can improve conditions, support women in surgery and attract more female applicants for surgical posts at the Hospital.
- develop supports for Registrars and Senior House Officers interested in pursuing surgical careers.
- innovate by introducing new technologies and techniques while attracting pioneering people to our consultant panel.

Equitable Candidate Selection

To ensure an equitable candidate selection, NOHC remains dedicated to:

- choosing the most suitable candidate for the advertised role through transparent and open recruitment processes.
- ensuring that interview panels participate in training aimed at promoting inclusivity and achieving gender balance in the recruitment process.
- using gender-neutral language in job descriptions.
- awarding promotions based on merit.

Enhancing career development opportunities for talented employees at NOHC

We remain firmly committed to developing our people to start and build their careers at NOHC

- ensure that men and women have equal opportunities for career advancement.
- adhere to the 2023 Equality, Diversity, and Inclusion (EDI) Strategy and Action Plan and ensure that employees are supported, accepted, valued, and respected.
- create personalised Learning and Development Plans to benefit our team, equipping staff with the skills and knowledge necessary to provide exceptional patient care and excel in their careers.
- enhance leadership competencies for effective staff development.

Caring for and supporting staff

We will continue to safeguard the wellbeing of our employees by:

- promoting work-life balance and well-being initiatives, that empower employees to take charge of their health and wellness.
- providing Men's Health, Menopause, and Mental Health support for staff and promoting HSE health and wellbeing resources.
- engaging with staff to identify and address opportunities to improve diversity and inclusion and address the gender pay gap.

Diversity for Gender Inclusion

We will continue to embed inclusion and diversity into our policies, practices, and platforms.

- ensuring that key projects that lead and drive strategic initiatives for the organisation are carefully staffed through a strong mix of women and men.
- creating an accessible and welcoming workplace for all.







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