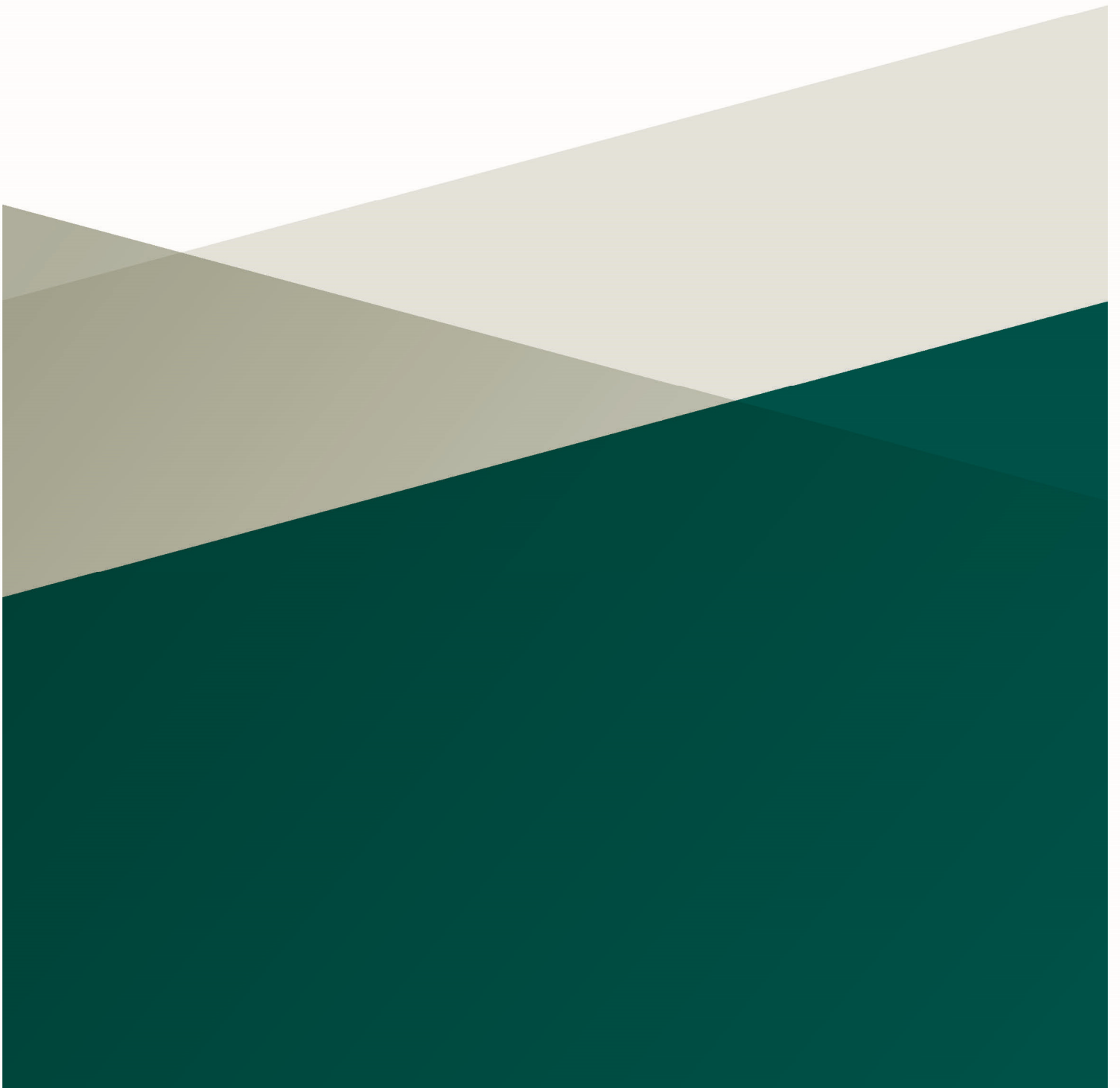




An Roinn Sláinte
Department of Health

Gender Pay Gap Report

December 2023



1. Introduction

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap. Organisations with over 250 employees are required to report by selecting a “snapshot” date in the month of June to base their reporting. The snapshot date chosen by the Department of Health was the 25th of June 2023. A headcount of all employees on this date was carried out and the gender pay information was calculated based on those employees' remuneration between 26th June 2022 and 25th June 2023.

This Report sets out the Employment Profile and the Gender Pay Gap profile for the reporting period. The Department of Health has a mean gender pay gap of 3.02% in favour of men and a median pay gap of -0.76% in favour of women. An analysis on the reported pay gap and measures being undertaken to reduce the pay gap are outlined in the Report. A summary checklist in Appendix 1 concludes that all reporting requirements have been met in the publication of this Report.

2. Definitions

Gender Pay Gap (GPG): 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.

Employee Hourly Rate: The hourly remuneration of an employee is calculated by dividing the employee’s total ordinary pay in respect of the reporting period by the hours worked for that period. Ordinary pay includes: the normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leaves like maternity / paternity / parent’s leave.

Mean Hourly GPG: The mean gender pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

Median Hourly GPG: The median gender pay gap is the difference between women’s median hourly pay (the middle-paid woman) and men’s median hourly pay (the middle-paid man). The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

Quartiles: Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time employees or for temporary employees.

Snapshot Date: Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date must be in June but may be any date in June.

3. Data

3.1 Source of Data

This report has been compiled with the assistance of the National Shared Services Office (NSSO), which provided the following data:

- The Human Resources Management System (HRMS), a civil service-wide system which records employee information, provided the required employee data to enable compilation and analysis of this report, including data on employee gender, employment status, and workshare patterns.
- The Makodata payroll software used by the NSSO provided pay information relevant to the reporting period, including data on ordinary pay including basic pay, allowances, and overtime. The data supplied from the two systems above were analysed, which enabled the required calculations to be carried out.

3.2 Adjustments and approximations

A headcount of the Department’s employees on the snapshot date confirmed the organisation had over 250 employees as of that date. The metrics in this report are calculated by reference to the employee breakdown and reflect the number of employees on the snapshot date who identify as male or as female.

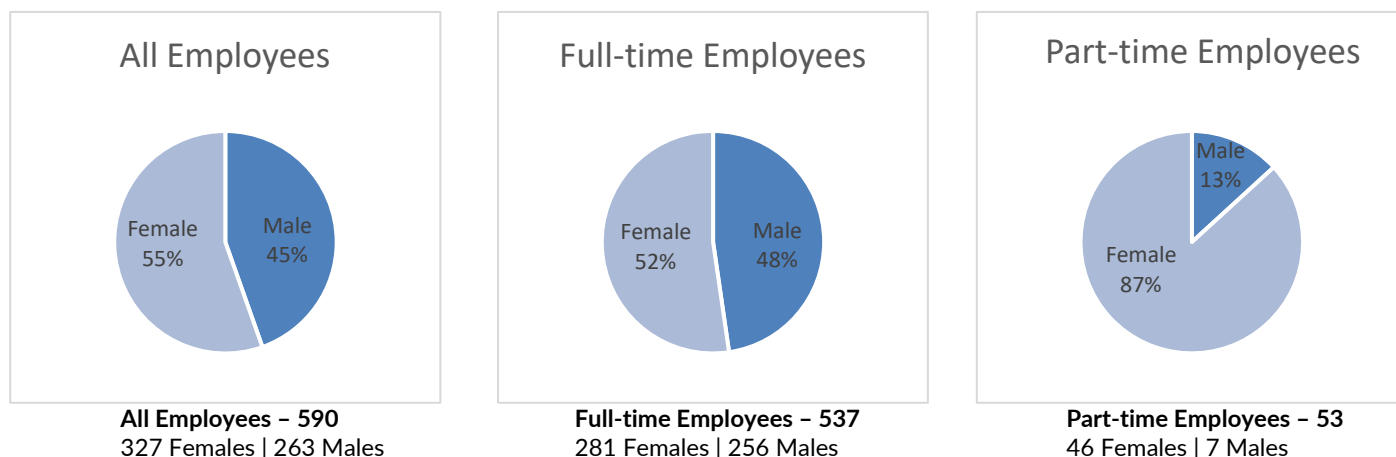
- Employees on sick leave are included in the report.
- Employees on unpaid leave, such as career breaks, who have received no pay during the reporting period are included in the headcount, but not included in the report.
- Ministers and Ministers of State are not included in this report as they are not employees.
- Employees on secondment to Department of Health but paid by other organisations are not included in this report.

3.3 Data Protection

All processing was carried out by members of the Human Resources Unit in conjunction with employees from the Payroll Shared Services section of the NSSO and in line with Data Protection obligations. All data used for producing this report was processed by employees who would have access to the data as part of their daily duties within the Human Resources Unit of the Department. All statistics provided in this report are combined and do not identify individuals.

4. Employment Profile

On 25th June 2023, there were 590 employees in the Department of Health:



5. Gender Pay Gap Profile

The Gender Pay Gap Information Act 2021 requires organisations to provide the **Mean Gender Pay Gap %** and the **Median Gender Pay Gap %** across three different categories:

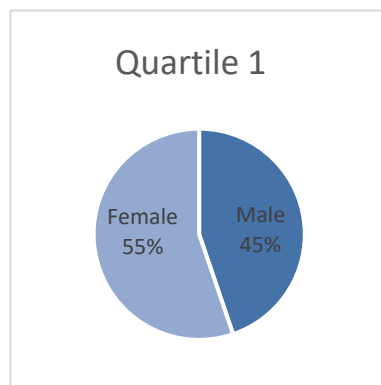
- All Employees
- Part-Time Employees
- Temporary Employees

	Gender Gap in Hourly Remuneration			
	Mean	%	Median	%
All Employees	<i>R.7(1)(a)</i>	3.02%	<i>R.8(1)(a)</i>	-0.76%
Part Time Employees	<i>R.7(1)(b)</i>	-14.98%	<i>R.8(1)(b)</i>	-19.05%
Temporary Employees	<i>R.7(1)(c)</i>	NIL	<i>R.8(1)(c)</i>	NIL

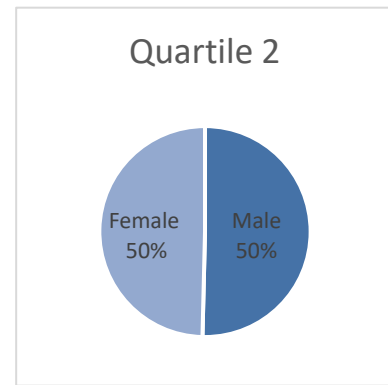
Gender Breakdown by Quartile:

Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees (n=537): lower, lower middle, upper middle and upper.

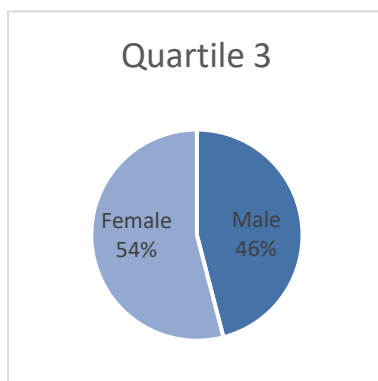
The proportion of male and female full-time employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time or temporary employees.



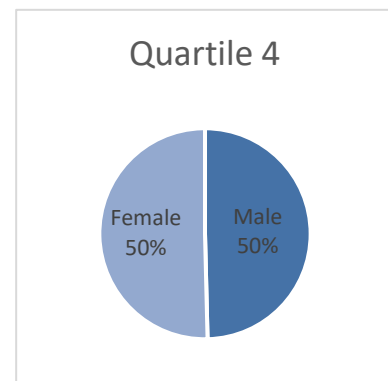
Quartile 1: Lower
134 Employees
74 Female | 60 Male



Quartile 2: Lower Middle
135 Employees
67 Female | 68 Male



Quartile 3: Upper Middle
135 Employees
73 Female | 62 Male



Quartile 4: Upper
133 Employees
67 Female | 66 Male

6. Analysis

Reasons for the differences relating to remuneration that are referable to gender

While the Department of Health has equal pay for men and women in the same roles, we have a mean gender pay gap of 3.02% and a median pay gap of -0.76%.

- The gender pay profile is correlated to, and impacted by, the timing and impact of employee joiner, leaver, mobility, and promotion activities.
- Overtime, when required is offered to eligible grades equally. In the reporting period, overtime was availed of by more men, thereby increasing the male pay profile.
- Representation on Management Board was 62.5% in favour of males for this reporting period, which also contributed to the pay gap and males were on higher points of their respective pay scales due to longer service at these grades.

7. Measures being taken, or proposed to be taken to eliminate or reduce the Gender Pay Gap

Recruitment

The majority of recruitment for the Department is fulfilled by the Public Appointments Service (PAS), the centralised provider of recruitment for the Civil Service. PAS recognise and value diversity and strive to attract diverse talent into public service careers. **Nua 2026**, the PAS statement of strategy, sets out a series of actions focused on ensuring that the public service reflects the society it serves. They aim to be recognised as a thought leader for attraction, recruitment and selection, informing inclusive practices in the public service, and lead in the development and actively support recruitment related networks for minority, marginalised and underrepresented groups.

All internal competitions in the Department of Health are conducted in line with the Code of Practice as set out by the Commission Public Service Appointments to ensure that a fair and equal process is followed throughout. Interview boards are gender-balanced and provided with full training which incorporates equality, diversity and inclusion (EDI) training to facilitate a selection process free of conscious or unconscious bias. Career Development Training was also launched in 2023 which aims to provide all staff with the tools necessary to plan their career development journey.

Equality, Diversity and Inclusion

One of the key priorities of The Department of Health HR Strategy is to “Promote a positive inclusive workplace culture”. The goal is to engage with colleagues through workshops and surveys to identify opportunities to deliver initiatives that continue to promote EDI so that we can have a more equal and diverse work environment.

In 2021, the Department established an EDI working group with the aim of promoting a culture of diversity and inclusion in the workplace. The group comprises members from multiple grades, divisions and backgrounds. To date, the group have focused on raising awareness of EDI topics including gender equality through events and initiatives.

For International Women’s Day 2023, the working group organised a “Women in Leadership” workshop. This was informal learning experience, targeting those early in their careers who wished to seek guidance and learn from senior female figures in the Department in a small group setting.

An “Equality, Diversity and Inclusion Basics” course, which was designed to assist in developing a more inclusive, diverse and understanding workplace, was also launched by the EDI working group in 2023.

Flexible and Blended Working

In 2022, the Department published its Blended Working Policy, which allows for colleagues to apply to work up to 60% of their working week remotely. In addition, flexitime was also reintroduced and allows eligible employees to avail of flexible working. All employees are eligible to apply for work sharing opportunities, regardless of grade.

In 2023, the Department also launched a series of information sessions designed to inform colleagues of the different leave types available, which included a session on family-friendly leave options and how they can be accessed.

Appendix 1: Gender Pay Gap Reporting Checklist

Organisation:	Department of Health
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SNAPSHOT DATE

Snapshot date:	25 th June 2023
Reporting period - from:	26 th June 2022
Reporting period - to:	25 th June 2023

HEADCOUNT on snapshot date

HEADCOUNT	Full-time employees	Part-time employees	TOTAL employees	of whom are temporary
Male	256	7	263	0
Female	281	46	327	0
Other	0	0	0	0
TOTAL	537	53	590	0

Gender Pay Gap Metrics [Regulations 7(1), 8(1), 9(1), 10(1)]

	Gender gap in Hourly Remuneration			
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Part Time Employees	R.7(1)(b)	-14.98%	R.8(1)(b)	-19.05%
Temporary Workers	R.7(1)(c)	NIL	R.8(1)(c)	NIL

	Gender gap in Bonus			
	Mean	%	Median	%
Bonus	R.9(1)(a)	N/A	R.9(1)(b)	N/A

		% of all Male		% of all Female
% in receipt of Bonus	R.9(1)(c)	N/A	R.9(1)(c)	N/A
% in receipt of Benefit in Kind	R.9(1)(d)	N/A	R.9(1)(d)	N/A

Pay Quartiles		% Male		% Female
Quartile 1	R.10(1)(a)	45%	R.10(1)(a)	55%
Quartile 2	R.10(1)(b)	50%	R.10(1)(b)	50%
Quartile 3	R.10(1)(c)	46%	R.10(1)(c)	54%
Quartile 4	R.10(1)(d)	50%	R.10(1)(d)	50%

Gender Pay Gap Information Report [Regulation 6]

Does the information specified in the metrics above show differences relating to remuneration that are referable to gender? [Y/N]	Y
Is a statement included setting out, in the employer's opinion, the reasons for the differences relating to remuneration that are referable to gender in that relevant employer's case? [Y/N]	Y
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences? [Y/N]	Y

Gender Pay Gap Statement

Organisation:	Department of Health
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