

Gender Pay Gap Report 2022



BLACKROCK
HEALTH

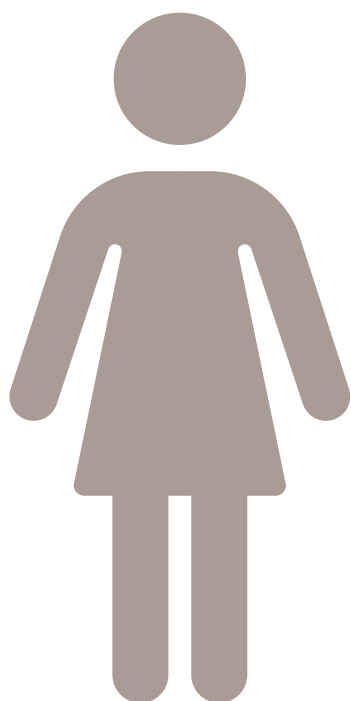
HERMITAGE CLINIC

Better Together

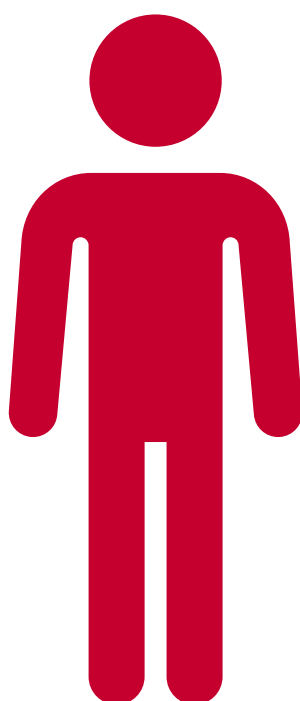
Introduction

At the Hermitage Clinic, we provide exceptional care to patients and their families throughout their entire healthcare journey. We provide access to private patient consultation suites, digital diagnostic radiology platforms and advanced cardiac diagnostics and interventions. All our facilities are housed in well-equipped, modern surroundings. Consultants across medicine, critical care, surgery, medical oncology and radiotherapy are on hand to support your total end-to-end care needs.

As of 30 June 2022, Hermitage had 79% women (520) and 21% men (137).



79%



21%

Overview of the Gender Pay Gap Reporting

Gender pay is not the same as equal pay.

You can have a gender pay gap but not have an equal pay issue.

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to carry out a headcount of all persons employed by them on the snapshot date, including employees not rostered to work on that date and employees on leave.

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.

The Act requires organisations to report on their hourly gender pay gap across a range of metrics. Employers to whom the reporting obligations apply will be 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.

The Gender Pay Gap Reporting requirements are:

- **The mean and median pay gap in hourly pay between all male and female employees**
- **The mean and median pay gap in hourly pay between part-time male and female employees**
- **The mean and median pay gap in hourly pay between temporary male and female employees**
- **The mean and median bonus pay gap between male and female employees**
- **The percentage of male and female employees who received bonus pay**
- **The percentage of male and female employees who received benefit in kind**
- **The percentage of male and female employees in each of four pay band quartiles**

For the purpose of this report, the snapshot date is 30th June 2022.

Gender Pay Gap Statistics

GENDER PAY GAP BY	MEAN (%)	MEDIAN (%)
Hourly Rate	10.83	-1.71
Bonus	70.18	18.18
Hourly Rate (Part Time)	27.15	5.71
Hourly Rate (Temporary Contractor)	-24.90	-8.39

BONUS PAID	MALE (%)	FEMALE (%)
Proportions	3.25	0.52

BIK PAID	MALE (%)	FEMALE (%)
Proportions	0.65	0.35

Recruitment in the Health Sector is an ever challenging landscape with not enough people available for the roles that need to be filled. Given these challenges, any differentials in gender for roles is also dictated by the workforce who are applying for these roles. The Clinic is an equal opportunities employer ensuring that the right person with the right experience will get the job regardless of their gender.

While our workforce is predominantly female, with 79% of colleagues being female and 21% male, there is a gender pay gap owing to the distribution of male and female employees. The average hourly pay of men was 10.83% higher than for women. This is below the Ireland average of 14.4%.

Positively, our Median rate of pay was 1.71% higher for women than men. The median rate of pay is based on the difference between the midpoint in all female and male employee's hourly pay.

Females make up the majority of colleagues employed on an hourly rate / temporary contract basis. The percentage pay for the temporary contractor cohort shows a favorable average of 24.9% and 8.39% median toward women.

When we look at pay parity or pay fairness, The Hermitage Clinic pays men and women at the same level or within the same pay range ensuring that men and women are paid the same when you consider like for like roles within the hospital.

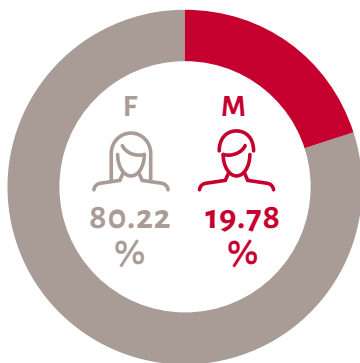
The Hermitage Clinic's bonus pay gap is influenced by the higher number of men at senior management level at the snapshot date, where bonuses are a part of their remuneration.

BIK includes any non cash benefit of monetary value provided to an employee. In the Hermitage Clinic, this predominantly consisted of health insurance provision and at less than 1%, is minimal and statistically non significant.

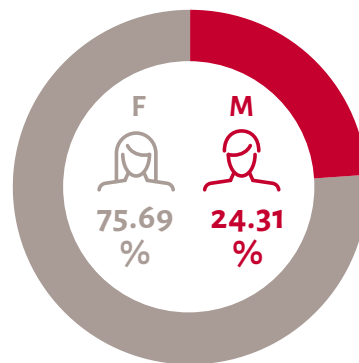
The upper quartile includes the highest earners and the lower quartile the lowest earners. The distribution of genders across the quartiles broadly matches the percentage of gender in the workforce. However, despite being under represented in the workforce, male colleagues are over represented in the highest earnings quartiles.

Gender Proportions

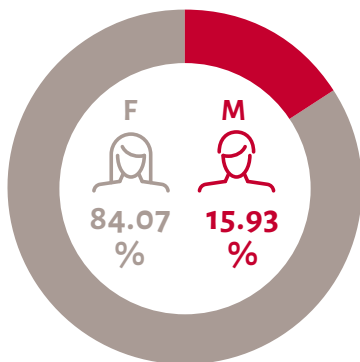
Lower Quartile Q1



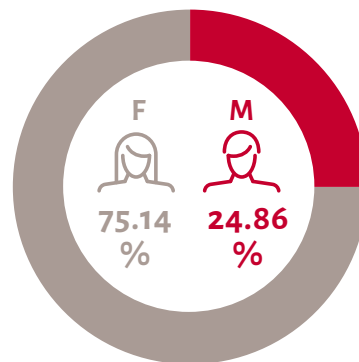
Upper Middle Quartile Q3



Lower Middle Quartile Q2



Upper Quartile Q4



Addressing the Pay Gap

DE&I

We are committed to creating an environment that promotes equality in the workplace and we recognise the importance of embedding inclusion in our people strategy. We believe that embracing equality and diversity in the workplace benefits not just the organisation but also individual people, departments and our patients.

In early 2023, we will continue to improve on our ED&I by committing to achieve the Bronze Level accreditation with the Irish Centre of Diversity, which will help us to improve awareness of the gender balance in the workplace.

Recruitment

Our recruitment policy reflects our belief that diversity in all areas, is necessary in helping us succeed as an organisation. We will continue to prioritise internal promotions and opportunities across the hospital group for our female colleagues to progress in their careers and continue to represent the diversity that we want to achieve. We are continuously looking at career path opportunities as well as ongoing opportunities for colleagues to advance in their careers.

Learning and Development Opportunities

The development of our people is high on the agenda, and we currently offer management training to a wide range of people within the organisation. We will be building on this in 2023 to include formal and informal Leadership Development Coaching to ensure our managers become more effective coaches for their direct reports and help to provide clear career paths for all, with the understanding that women are underrepresented.

Flexibility in the workplace

We understand the importance of flexibility in the workplace and currently have a number of flexible working and family friendly policies and arrangements in place. We will continue to improve on these policies and practices.



BLACKROCK
HEALTH

HERMITAGE CLINIC

Hermitage Clinic
Old Lucan Road
Dublin
D20 W722

Tel: 01 645 9000

www.hermitageclinic.ie