



Gender Pay Gap 2021 - 2022

Introduction

St Patrick's Mental Health Services (SPMHS) is Ireland's largest, not-for-profit, mental health service provider. Our vision is to see a society where all citizens are empowered and given the opportunity to live mentally healthy lives. We work to provide the highest quality mental healthcare; to promote mental wellbeing and mental health awareness; and to advocate for the rights of those experiencing mental health difficulties. We achieve this through a human rights-based approach; through the enhancement of evidence-based knowledge; and by striving to be at the forefront of new initiatives and advances in the field.

Here at SPMHS, our staff are our most important asset - working across diverse clinical and non-clinical roles, they support people in their journeys towards mental health recovery every day.

As an organisation, we are committed to building and growing an innovative workplace where all staff are empowered and encouraged to reach their full potential. The health, wellbeing and career endurance of our staff are extremely important to us. 2022 was a particularly challenging year, with the pandemic continuing to impact on workplaces, and we have been exploring alternative ways to invest in staff, including rolling out the new Online Assisted Decision-Making Course; expanding on research opportunities; and fostering the further development of career pathways for all staff.

St Patrick's Mental Health Services was the first hospital, and first healthcare organisation, in Ireland to be awarded the IBEC KeepWell Mark in 2018 in recognition of our workplace wellbeing, and we have received this award every year since. We also have an active Staff Wellbeing Committee that is committed to supporting staff through various initiatives and campaigns running regularly throughout the year. This committee, in partnership with the wider organisation, works to foster a work environment that contributes to the health and wellbeing of all employees at SPMHS. We aim to support staff to adopt healthy habits and improve health and fitness levels, and to create opportunities for staff to socialise and spend time together.

This report details the gender pay gap for St Patrick's Mental Health Services, which includes St Patrick's University Hospital, Dublin 8; St Patrick's Hospital, Lucan; Willow Grove Adolescent Unit and the Community Dean Clinics in Dublin, Galway and Cork, on the snapshot date of 30 June 2022.



What is the gender pay gap?

On 13 July 2021, the Gender Pay Gap Information Act 2021 was signed into law. The Act requires employers to report on the difference between the average gross hourly pay of women compared with men in an organisation such that it captures whether women are represented evenly across an organisation. Reporting is mandatory for employers with 250 employees or more.

The reporting shares key metrics on gender pay results and helps employers to act where needed. The gender pay gap is the difference between the average hourly wages of men and women in an organisation, regardless of their seniority. The gender pay gap is not the same as equal pay; it is a different but connected issue. Equal pay relates to the prohibition of pay differences between men and women for “like work”, “work of equal value” or “work rated as equivalent”. Such variations are not permitted under Irish law, and employers are required to address and resolve this.

What SPMHS' results show

The median and mean pay gap and pay quartile figures are a snapshot in time from 30 June, 2022:

- 78.6% of our workforce is female and 21.3% of our workforce is male
- 50.4% of our workforce comprise nursing staff, while 72.2% of our workforce are in a clinical role.

Median pay gap

The median pay gap is the middle figure you reach if you list all hourly pay values in numerical order. In SPMHS:

- The median pay gap for men is 11.08% higher than for women
- The median pay gap for part-time workers for women is 1.94% higher than for men
- The median pay gap for contracted men is 24.33% higher than for women.

SPMHS supports applications for part-time working to assist with work/family life. This is shown in the reporting as 17% of female staff are working part-time hours, while only 4% of male staff work part-time hours.

Mean pay gap

The mean pay gap is the average of all the hourly pay values men and women are paid.

In SPMHS:

- The mean pay gap for men is 21.63% higher than for women
- The mean pay gap for part-time workers for women is 26.98% higher than for men
- The mean pay gap for contracted men is 2.55% higher than for women.

Bonus and benefit-in-kind pay gap

The bonus pay proportion for men and women was also found to be 0%.

Benefit-in-kind pay proportion for men is 3.27%, while the benefit-in-kind pay proportion for women is reported at 0.71%.

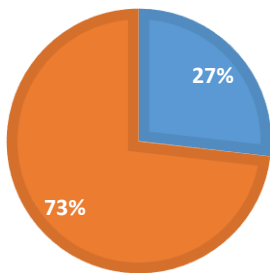
Pay quartiles

Pay quartiles are based upon dividing the total number of our full-pay relevant employees in to four equal parts. These are lower, lower middle, upper middle and upper.

Our charts show how this is split:

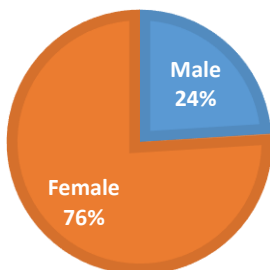
UPPER QUARTILE

■ Male ■ Female



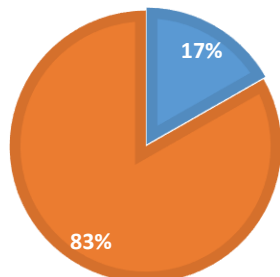
UPPER MIDDLE QUARTILE

■ Male ■ Female



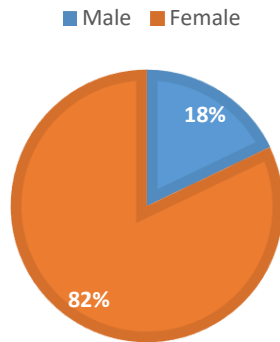
LOWER MIDDLE QUARTILE

■ Male ■ Female





LOWER QUARTILE



SPMHS has a large proportion of female workers, and this is reflected in the pay quartile results. The charts also show that female staff range across all pay quartiles. Overall, this demonstrates an excellent diffusion of female staff across the company from the lowest to highest levels.

Actions we will take

Across SPMHS, female staff are strongly represented at all levels in the business. We continue to monitor and report on this, as well as the gender pay gap.

Our commitment

SPMHS recognises the value that employees bring to the success of our organisation. We are constantly re-evaluating how we can become a better employer.

As part of this, we are committed to:

- Ensuring we are an equal opportunities employer
- Ensuring that staff do not face any career or pay barriers because of their gender
- Continuing to work towards a positive work-life balance that supports the needs of our staff
- Ensuring that female staff are represented at all levels within the organisation.