





# 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 everyone is 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 team works towards a society where everyone is empowered and given the opportunity to live mentally healthy lives. Our staff is our most important asset; working across diverse clinical and non-clinical roles, they support people towards mental health recovery every day. We are committed to building and growing an innovative workplace where all staff are empowered and encouraged to reach their full potential.

Staff health, wellbeing and career fulfillment are extremely important to us. 2023 has been a challenging year, influenced by the ongoing rise in costs and the continuing impact of the pandemic. We are continuing to invest in staff and enhance our career development pathways.



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 have again retained the award following assessment in 2023.

We have an active Staff Wellbeing Committee, working in partnership with the wider organisation to foster a work environment that contributes to the health and wellbeing of all SPMHS employees. The Committee organises a number of initiatives and programmes throughout the year to support staff wellbeing. 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.

In this report we outline the gender pay gap for St Patrick's Mental Health Services which includes St Patrick's University Hospital, St Patrick's Hospital, Lucan and the community Dean Clinics in Dublin, Galway and Cork on the snapshot date of 30 June 2023.



## 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 the average gross hourly pay of 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 the average hourly wages of 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.

## What SPMHS' results show

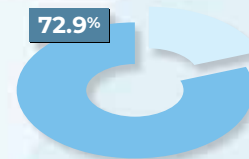
The median and mean pay gap and pay quartile figures are a snapshot in time from 30 June, 2023.

### SPMHS' workforce composition

- 78.3% of our workforce is female and 21.7% of our workforce is male



- 49.3% of our workforce are nursing staff, while 72.9% 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 6.21% higher than for women
- The median pay gap for part-time workers for women is 2.32% higher than for men
- The median pay gap for contracted men is 24.5% higher than for women.

+  
6.21%

+  
2.32%

+  
24.5%

SPMHS supports applications for part-time working to assist with work/family life. This is shown in the reporting as:

- 15.4% of female staff work part-time hours
- 1.6% of male staff work part-time hours.

15.4%

1.6%



## 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 22.36% higher than for women
- The mean pay gap for part-time workers for women is 35.6% higher than for men
- The mean pay gap for contracted men is 10.53% higher than for women.

+  
22.36%

+  
35.6%

+  
10.53%

## Bonus and benefit-in-kind pay gap

- The bonus pay proportion for men and women was found to be 0%.
- Benefit-in-kind pay proportion for men is 3.13%
- Benefit-in-kind pay proportion for women is reported at 0.69%.

=  
0%

3.13%

0.69%





## Pay quartiles

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

The graphs below show how this is split.

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 organisation, from the lowest to highest levels. SPMHS has increased the proportion of all staff across the upper two quartiles since last year.

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile





# Our commitment and actions we will take

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

- At SPMHS, female staff are strongly represented at all levels of the business. We will continue to ensure that female staff are represented at all levels within the organisation, and we will continue to monitor and report on this, as well as the gender pay gap.
- We will continue to be an equal opportunities employer, both in terms of access to employment and progression in the organisation. We will continue to ensure that staff do not face any career or pay barriers because of their gender.
- We will continue to invest in training and development of managers and all staff.
- We will continue to work towards a positive work-life balance which supports the needs of our staff.

