

Gender Pay Gap Report

December 2023

Sláinte Leanaí Éireann



Children's Health Ireland

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CHI | Crumlin | Temple Street | Tallaght | Connolly



CHI GENDER PAY GAP REPORT

Context

The following data has been collated to ensure compliance with the Gender Pay Gap Information Act (2021). The data reflects active CHI employees on **June 30th, 2023**. The below calculations are based on payroll information from 01.07.2022 – 30.06.2023 (12-month period up to June 30th), and reflect employees ordinary pay, as defined by the regulation.

Average



€44.31

Per Hour



€35.13

Per Hour

CHI's male employees earn on average **26.1%** more than their female colleagues per hour, a decrease from 26.3% in the last reporting period.

Median



€32.96

Per Hour



€31.39

Per Hour

CHI's median male hourly salary is **5.0%** higher than the median female salary per hour, an increase from 4.4% in the last reporting period.

Quartile Range

Quartile	% Female	% Male
Quartile 1	81.5%	18.5%
Quartile 2	87.1%	12.9%
Quartile 3	91.2%	8.8%
Quartile 4	72.8%	27.2%

Examining the proportion of males/females in each quartile - with Quartile 1 reflecting the lowest 25% of earners and Quartile 4 the highest 25% of earners, highlights that differences in the average hourly salary can be attributed to male employees being employed in more senior or higher paying roles. Considering that **83.1%** of the overall workforce are **female** and **16.9%** are **male**, male employees make up 27.2% of the highest earning quartile.

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Workforce Differences

CHI employees are paid within national consolidated pay scales. As a result, there is no gender pay gap for CHI employees in the same roles, with the same tenure.

While male employees earn on average **26.1%** more than their female colleagues per hour in CHI, when the Medical/Dental workforce is excluded, female employees earn on average **1.5%** more per hour than their male colleagues (female employees earned on average 2.4% more per hour than their male colleagues in the last reporting period).

Average
(excl. Medical/Dental)



€30.57
Per Hour



€31.04
Per Hour

CHI's Female employees earn on average **1.5%** more than their male colleagues per hour in this cohort.

The variance in the overall average (i.e. when the **Medical/Dental** workforce is included) is primarily due to the number of male and female consultants - While the proportion of females in this workforce has steadily increased over the last 20 years, CHI's male consultants earn on average **7.07%** more than their female colleagues (compared to 2.5% more per hour in the last reporting period).

- While the majority of CHI's consultants are female (**62.1%**), **13.2%** of CHI's male workforce are consultants whereas only **4.4%** of CHI's female workforce are consultants. The proportion of females in the Medical workforce has increased over the last 20 years
- As consultants are among CHI's highest earners, their higher wages have a greater impact on the overall male average than they do on the overall female average.
- The introduction of a standard national contract for consultants will over time create an equal balance with this cohort.

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Additional Insights

Bonus & BIK Remuneration

As public sector employees, CHI employees do not receive bonuses so statistics on mean, median and percentage of employees provided with bonus' do not apply. Similarly, BIK was deemed as being not relevant to CHI and therefore no calculations carried out in this regard.

Part-time Staff

Male part-time employees earn on average **17.3%** more per hour than their female colleagues, a decrease from 41% last year. This is impacted by greater number of female staff working part-time (**27.1%**), compared to **4.7%** of CHI's male employees. The median female part-time employee hourly salary is **9.0%** more than their male colleagues. Last year, the median male part-time employee hourly salary was 7.2% more than their female colleagues. Staff choosing part time working may be less likely to opt for overtime, which based on the required calculations for this report, has reduced their overall hourly rate compared to those that can avail of overtime, which may contribute to the GPG.

Temporary Staff

Male temporary employees earn on average **21.3%** more per hour than their female colleagues, a decrease from 23.2% last year. The median male temporary employee hourly salary is **20.1%** more than their female colleagues, a decrease from 25.8% last year. These results can in part be explained by a higher proportion of the male workforce in temporary training posts, compared to the overall CHI rate. For example, NCHDs and medical interns are both on temporary contracts as they rotate across the health system as part of their education and training. **16.6%** of CHI's male workforce are NCHDs/medical interns whereas only **6.1%** of CHI's female workforce are NCHDs/medical interns.

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Appendix

Methodology

The following steps were undertaken to extract employee level data for gender pay reporting;

1. Identification of active employees from all CHI sites, as at June 30th, 2023.
2. Extraction of payroll information for the reporting reference period of July 1st, 2022, to June 30th, 2023 (12-month period up to report key date).
3. Grouping of all payroll values paid to employees that fall under the heading of 'Ordinary Pay' including Basic Pay, Overtime, Allowances and Premia.
4. Extraction of employee Planned Time Hours, Overtime Hours and Unpaid Hours as relevant to payroll.
5. Calculation of an Hourly rate, by employee, by dividing the Ordinary Pay Amount by the Pay Hours.
6. Sorting of all employees by Hourly Rate to create the Quartiles required for Gender Pay Gap Reporting.

The extraction of the above data from the CHI SAP systems enabled the required calculations to be carried out. All data processing was carried out in accordance with Data Protection Regulations and undertaken by authorised staff across HSE SAP COE and HSE National Human Resources, who ordinarily have authorised access to this data in the course of their daily duties. All data presented is aggregated with no data in this report identifiable to any individuals.