St James's Hospital
Gender Pay Gap Report 2022

Contents

1. Introduction

The [Gender Pay Gap Information Act 2021](#) requires organisations to report on their hourly gender pay gap across a range of metrics, based on a reporting reference period of 1 July 2021 to 30 June 2022.

2. Gender Pay Gap Reporting

St James's Hospital uses the HSE's SAP payroll system and is therefore reliant on the SAP Centre of Excellence (CoE) to make this data available to us.
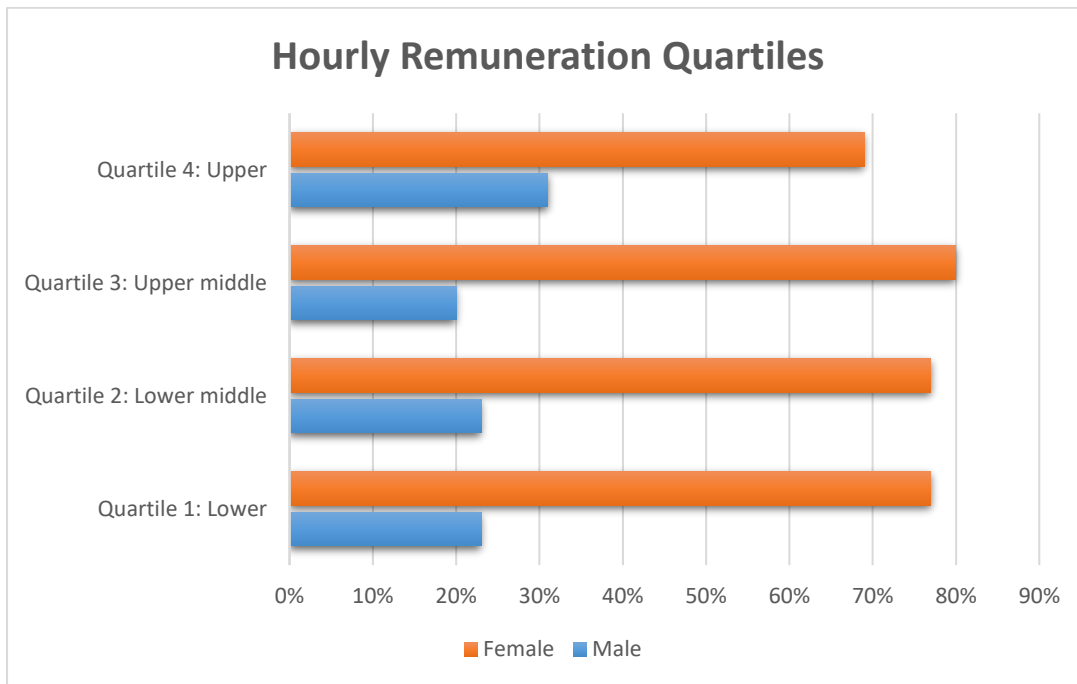
Note: This data was provided to St James's Hospital in December 2022 and excludes some of the requirements suggested by the legislation (bonus payments and Benefits in Kind were deemed as not being relevant).

St James's Hospital's appointment policies and processes are in line with the requirements for public sector employment e.g. the way we structure roles, their profiles, how we advertise, select and ultimately appoint, where a suitable candidate is found. Our pay scales are the set [public sector pay scales](#).

It is expected that this initial data will serve as a benchmark for future years and that this, combined with improvements in our HR information systems, should help support a more detailed review in the future. This information is set within this context and is based on the data provided to St James's Hospital.

The data provided was ranked and divided into quartiles. The gender split within each quartile is shown below:

3. Hourly remuneration - quartiles:

Hourly Remuneration Quartiles

Quartile	Female	Male
Quartile 4: Upper	~69%	~31%
Quartile 3: Upper middle	~80%	~20%
Quartile 2: Lower middle	~77%	~23%
Quartile 1: Lower	~77%	~23%

Horizontal axis: 0% 10% 20% 30% 40% 50% 60% 70% 80% 90%

Legend: ■ Female ■ Male

Commentary:

The distribution across these quartiles reflects the gender distribution across employees of St James's Hospital, which was just under 5,100 at the end of June 2022. Our medical population is the most closely gender-balanced grouping, however, this population also sits on the highest pay scales applicable in our environment.

4. Mean hourly remuneration

Full-time contract data

The difference between the mean hourly remuneration of male and female employees expressed as a percentage of the mean hourly remuneration of full-time male employees: -**18%.**

Part-time contract data

The difference between the mean hourly remuneration of male and female part-time employees expressed as a percentage of the mean hourly remuneration of part-time male employees: -**23%.**

Temporary contract data

The difference between the mean hourly remuneration of male and female employees on temporary contracts expressed as a percentage of the mean hourly remuneration of male employees on temporary contracts: -**23%.**

Commentary:

St James's Hospital offers a range of flexible working options to all staff. We constantly advertise full-time positions across all categories of staff, at a wide range of salary levels and we employ only a small proportion of staff on temporary contracts. All of our non-consultant hospital doctors (NCHDs) are classified as holding temporary contracts.

5. Median hourly remuneration

Full-time contract data

The difference between the median hourly remuneration of male and female employees expressed as a percentage of the median hourly remuneration of male employees: **-4%.**

Part-time contract data

The difference between the median hourly remuneration of male and female part-time employees expressed as a percentage of the median hourly remuneration of part-time male employees:- **8%.**

Temporary contract data

The difference between the median hourly remuneration of male and female employees on temporary contracts expressed as a percentage of the median hourly remuneration of male employees on temporary contracts: **-34%**

Commentary:

Median pay rates may be a better reflection of central tendency in a dataset for hospital employees, where the data is skewed by the large differential in medical grades compared to non-medical grades. See the note on medical staffing in the section on temporary contracts.

As outlined previously, the HSE deemed that bonus payments and BIK were deemed not relevant to the hospital and therefore no calculations were carried out in this regard.