



Gender Pay Gap Report 2022



Introduction

St Francis Hospice Dublin (SFHD) provides a specialist palliative care service to the people of North Dublin City and county, and surrounding counties. This includes support for their families and friends and all healthcare professionals involved in their care. The Hospice plays a leadership role in shaping palliative care nationally, working in partnership to advance policy, education, research and service innovation.

Our six core values – Dignity, Respect, Compassion, Collaboration, Excellence and Kindness – guide, inform and support us with our planning, decision making and actions at St Francis Hospice Dublin.

Our people are our most valuable resource. St Francis Hospice Dublin believes that embracing equality, diversity and inclusion in the workplace benefits not just the Hospice but also individual employees, our patients, their families and the broader community. St Francis Hospice Dublin is committed to creating a work environment that promotes this.

Background to the report

The Gender Pay Gap Information Act 2021 requires organisations with over 250 employees to report on their hourly gender pay gap across a range of metrics. The Employment Equality Act 1998 (Section 20A) Gender Pay Gap Information) Regulations 2022 set out the detail on how these calculations should be prepared.

The gender pay gap is defined in this legislation as the difference in the average hourly wage of men and women across a workforce.



The Gender Pay Gap Reporting requirements are:

1. The mean and median pay gap in hourly pay between all male and female employees
2. The mean and median pay gap in hourly pay between part-time male and female employees
3. The mean and median pay gap in hourly pay between temporary male and female employees
4. The mean and median bonus pay gap between male and female employees
5. The percentage of male and female employees who received bonus pay
6. The percentage of male and female employees who received benefit in kind
7. The percentage of male and female employees in each of four pay band quartiles

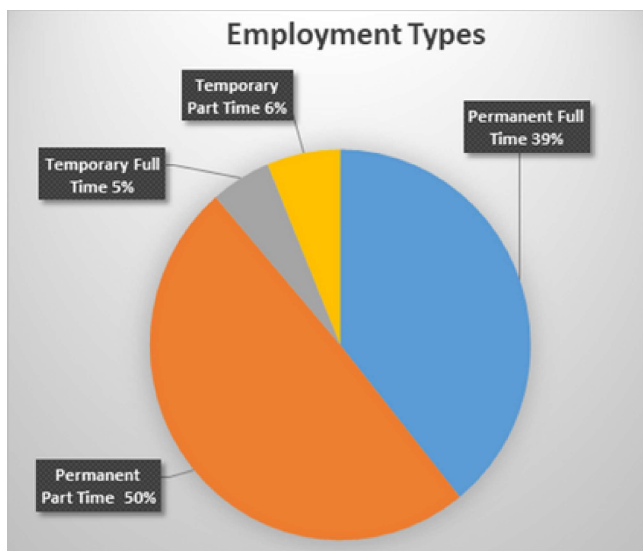
How this applies to St Francis Hospice

St Francis Hospice Dublin has compiled this report in line with our reporting obligations outlined under the Gender Pay Gap Information Act 2021. The aim is to report on the gender representation gap at St Francis Hospice Dublin.

St Francis Hospice Dublin staff are remunerated in line with the Department of Health consolidated salary scales. No staff at SFHD receive bonuses or benefits-in-kind. The pay scale provides for equal pay for equal work irrespective of gender.

Methodology

For the purposes of this report, the snapshot date is 30th of June 2022. The reporting period is from 1st of July 2021 to 30th of June 2022.

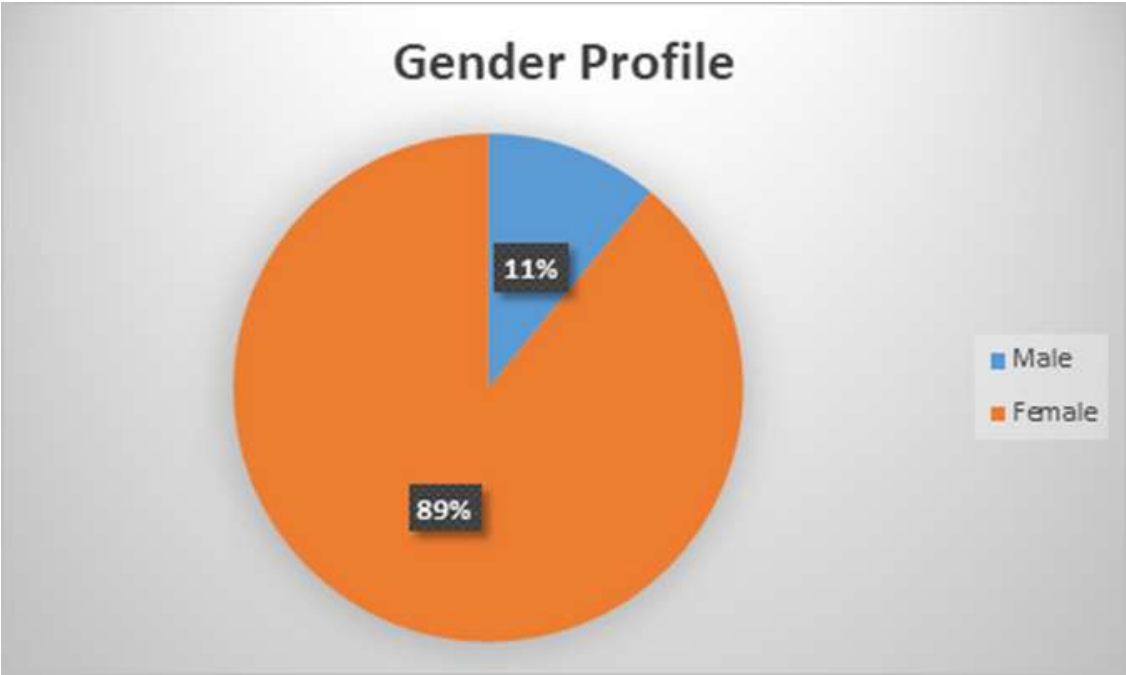


Employment
Types

The Metrics

Gender Profile

The distribution is as follows:



Composition of Senior Management at St Francis Hospice Dublin

Female	Male
82%	18%

Mean and Median Hourly Pay Rate

1) All roles –The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender is +12%. The median hourly pay rate gap is +6%.

These gaps are impacted by the fact that St Francis Hospice Dublin has a significant majority of female employees, which is a characteristic of the sector within which we operate, where more females are employed in non-management clinical fields.

2) Part-time employees – The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender is +25%. The median hourly pay rate gap is +13%.

There is a small population of male employees in this category and they tend to be in specialised clinical positions.

3) Temporary roles – The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender is +21%. The median hourly pay rate gap is +41%.

There is a very small population of male employees in this category. The gaps in those metrics is mainly impacted by the fact that at this particular time there were employed in specialised clinical positions. Some of them are part of Training schemes rotation. The gender balance may change at every rotation.

Mean and Median Hourly Pay Rate

4), 5) & 6) No staff at SFHD receive bonuses or benefits-in-kind; therefore there are no reporting requirements.

7) Hourly Pay Rate Bands

Pay Quartiles		
	Male	Female
Quartile 1 - Lower	11.8%	88.2%
Quartile 2	7.4%	92.6%
Quartile 3	7.4%	92.6%
Quartile 4 - Higher	18.8%	81.2%

This wording has been taken from the following website - gov.ie - What is the Gender Pay Gap Information Act 2021? (www.gov.ie)

Moving Forward & Next Steps

St Francis Hospice Dublin will continue to analyse data and trends and to benchmark against other organisations within the healthcare sector and against other hospices where possible.

It should be noted that the data in this report is extracted for a particular reporting period of time. Hence it should be noted that since this reporting period there is more gender balance in some of the categories.

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St Francis Hospice Dublin is a place where employees are awarded the same opportunities for recognition and career development, and are treated fairly and equitably in the work place. We will continue to promote equality, diversity and inclusion in all aspects of our work at the hospice.



St. Francis Hospice Dublin

(Under the Care of the Daughters of Charity)

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