



BON SECOURS HEALTH SYSTEM®

Gender Pay - 2023



Background



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- Ireland is the latest country across Europe and the USA to introduce mandatory gender pay gap reporting, the aim of which is to address any gender gaps where they exist in the workplace and barriers to the full socio-economic equality of women.
- It compares the pay of all working men and women; not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience.
- **It does not indicate discrimination or bias, or even an absence of equal pay for equal value work – but it does report any gender pay gap and will capture whether women are equally represented across the organisation** – so for example if women hold more of the lower paid jobs in the organisation than men, the gender pay gap is usually bigger. It would be expected that this profile would be reflected in Health Services generally – Public & Private, given that the majority of the staff are female.



2023 Requirements



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- In 2023, employers must choose a “snapshot date” in June, which will mirror their reporting date in December 2023. Any resulting gender pay gap will be then used for year-on-year comparisons into the future.
- In addition to the gender pay gap data, employers must publish a narrative that outlines the reasons for any gender pay gap as well as the actions proposed or being taken to reduce or eliminate the gap.
- **As an Employer of Choice and with our long standing commitment to our Exceptional People, Bon Secours Health System is happy to support this new requirement and publish this new data.**



What to Publish?

- the **difference** between
 - mean hourly rate** for all men and that for all women (all employees)
 - median hourly rate** for all men and that for all women (all employees)
 - mean **bonus** for all men and that for all women
 - median **bonus** for all men and that for all women
 - mean** hourly rate of **part-time** men and that of part-time women
 - median** hourly rate of **part-time** men and that of part-time women
 - mean** hourly rate of men **on temporary contact** and that of women on temporary contact
 - median** hourly rate of men **on temporary contact** and that of women on temporary contact
 - (** All of the above differences are published as a % of the relevant rate for men)
- the % of men paid **bonus** and the % of women paid bonus
- the % of men in receipt of **BIK** and the % of women in receipt of BIK
- % of **male** employees and % of **female** employees who fall within
 - **Lower** remuneration quartile pay band
 - **Lower middle** remuneration quartile pay band
 - **Upper middle** remuneration quartile pay band
 - **Upper** remuneration quartile pay band
- A report setting out the **reasons** for the differences and **actions** being taken or proposed to be taken to **eliminate** such differences



Pay gap-differences between Male and Female



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- The below tables show the mean and median gender pay gap based on hourly rates of pay as at the 'snapshot date' 30th June 2023:

	A	B	A-B/A
Hourly Rate - Full Time	Male	Female	Result
Mean	€ 29.23	€ 26.39	9.70%
Median	€ 23.33	€ 25.00	-7.13%

	A	B	A-B/A
Hourly Rate - Part Time	Male	Female	Result
Mean	€ 29.65	€ 27.80	6.22%
Median	€ 20.37	€ 27.29	-34.01%

	A	B	A-B/A
Hourly Rate - Temporary Contract	Male	Female	Result
Mean	€ 29.65	€ 27.20	8.26%
Median	€ 18.28	€ 23.60	-29.14%



Pay Quartiles



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These images show the gender distribution at Bon Secours Health System across four equally sized quartiles.

Quartiles demonstrates a consistent distribution of gender mix across all pay groups across Bon Secours.



Benefit In Kind (BIK)



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The following tables illustrates the percentage of males and females in the organisation that were in receipt of a BIK (less than 1% which is statistically non significant):

BIK	Result
Male	0.68%
Female	0.03%



Bonus



The following tables illustrates the percentage of males and females in the organisation that were in receipt of a Bonus (less than 10%) in the reference period:

Bonus Recipients		Result
Male	67	9.05%
Female	144	4.37%
Total	211	

Bonus Value	Result
Mean	66.84%
Median	63.24%

The above tables illustrate that of the number of employees who received a bonus (211) in the period 68% (144) were female and 32% (67) were male.

Of note, all staff (Male - 740 & Female - 3295) in Bon Secours received a bonus of €200 (tax free) during the reference period.



Understanding Our Gender Pay Gap



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- Bon Secours Health System gender pay gap of 9.70% for Full Time employees is a **significant reduction** to our percentage of 15.15% for 2022. The average across Ireland in 2022 was 12.6%
- Our gender pay gap for Part Time employees at 6.22% is **more than half of a reduction** from our 2022 result of 13.28%.
- Our gender pay gap for employees on Temporary Contracts at 8.26% again is a **significant reduction** to our 2022 result of 12.71%.
- The distribution of genders across the four quartiles is similar to our 2022 results and is reflective of the percentage of gender in the organisation (82% female & 18% male).
- The number of employees in receipt of BIK is minimal for both female & male at less than 1%.
- Of the number of employees who received a bonus in the period (211), 68% were female and 32% were male.
- 144 females (almost 5% of the overall female workforce) and 67 males (less than 10% of the overall male workforce) were in receipt of a bonus.



Benefits of Working with Bon Secours



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As an Employer of Choice, Bon Secours remains committed to recruiting, retaining and developing its Exceptional People. This is evidenced in the competitive and attractive rates of pay and allowances, having regard to the broader Health Service (Public & Private) and other relevant comparators. Our compensation and benefits package is continually reviewed and includes a number of other tangible benefits, such as:

- Strong brand and reputation in the Healthcare delivery sector
- Being part of a Not-for-Profit Private Healthcare provider, where Exceptional People Deliver Exceptional Care
- Being part of an organisation with strong vision, growth and development ambitions
- Continuing to introduce a range of initiatives to enhance the employee experience
- Strengthening our Staff Wellbeing offering as part of our KeepWell continuous improvement journey
- Embedding Equality, Diversity & Inclusion (EDI) as a key part of our Workplace Culture
- Staff Engagement & Recognition Initiatives
- A working environment that is conducive to a positive Work/Life Balance
- Flexible and innovative working patterns
- Increased Commitment to Staff Development
- Continued Investment in Leadership Development & Career Growth Journey
- Bons Blue Goes Green on new ideas to demonstrate our commitment to sustainability
- Opportunities to participate in community initiative projects and provide 'Good Help To Those In Need'
- Most of all, a great fun place to work!



Recent Improvement Introduced to Benefits & Rewards Package



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- Pay Increases over 2022 & 2023 in line with new national pay agreements and best practice
- Enhanced Family Leave Offering
- Attractive Working Hours
- Staff Recognition Payments
- Competitive Annual Leave



Plans for the future



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- Bon Secours are committed to promoting equal opportunities to all employees regardless of gender. Our work in Equality, Diversity & Inclusion over the last number of years is testament to the importance that is placed on equality in all respects by the organisation. Following our achievement of Silver level accreditation with the Irish Centre for Diversity at the beginning of 2023 we have set about achieving Gold accreditation in 2025.
- We implemented a Diversity Council, with Board representation and local EDI Working Groups to help achieve our targets set out in our EDI Action Plan. The Action Plan sets out 47 tasks across 5 pillars (Diverse and Inclusive Leadership, Policy, Procedure and Process, Recruitment, Retention and Progression, Recording and Monitoring & Impact on External Diversity).
- Bon Secours will also place a focus on policies and benefits to help support and retain all our staff throughout their entire career life-cycle.
- We are proud to have improved our GPG results across all indicators and we will work towards continuing this positive trend in the 2024 results.



Declaration



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Bon Secours is committed to promoting equal opportunities to all employees regardless of gender.

We confirm that this is an accurate report recorded on the 'snapshot date' of 30th June 2023.

A handwritten signature in blue ink that reads "B. Maher".

Bill Maher
Group CEO

A handwritten signature in black ink that reads "John McPhillips".

John McPhillips
Chief People Officer

Date: 30th December 2023

