



Gender Pay Gap Report

January 2023



1. Introduction and Executive Summary

Increasing all aspects of diversity of The Rotunda workforce, including gender, and reducing gender pay gap is a priority of The Rotunda Executive Management Team. From June 2022 the Gender Pay Gap Information Act 2021 requires all organisations to report on their hourly gender pay gap across a range of metrics. We have spent time analysing the insights that have emerged from the data.

The legislation

The Gender Pay Gap Information Act 2021 and Regulations 2022. Reporting obligation for organisations with over 250 employees.

Definition of employee - meaning a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the hospital on the snapshot date, June 2022.

The legislative requirements

i. Provision of data

The information that employers will be required to publish (under sections 7 – 10 of the Employment Equality Act 1998 (Section 20A) Gender Pay Gap Information Regulations 2022 includes:

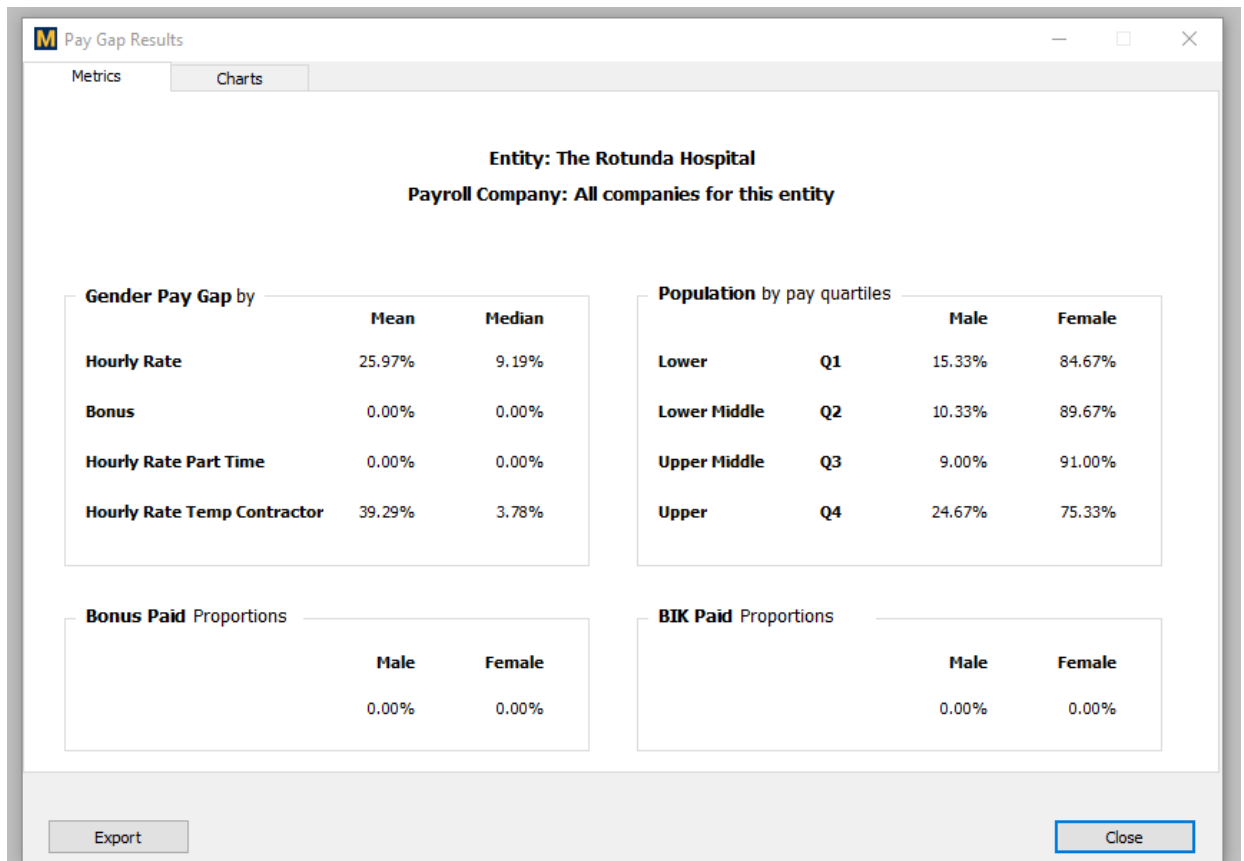
- Difference between the **mean** hourly pay of male and female employees;
- Difference between the **median** hourly pay of male and female employees;
- Difference between the **mean** hourly pay of male and female **part-time** employees;
- Difference between the **median** hourly pay of male and female **part-time** employees;
- Difference between the **mean** hourly pay of male and female employees **on temporary contracts**;
- Difference between the **median** hourly pay of male and female employees **on temporary contracts**;
- The percentage of male and female employees who were paid **bonus remuneration**;
- The percentage of male and female employees who received **benefits-in-kind**;
- The percentages of male and female employees who fall into quartile pay bands.

ii. Reasons for any gaps identified in pay between men and women

iii. Actions that will be taken by organisations to address the gaps

iv. Any other relevant information.

2. Gender Pay Analysis



Definitions

- **Mean:** The average
- **Median:** The middle number
- **Gender Pay Gap:** The **difference** in the **average hourly** wage of men and women across a workforce. It is not about equal pay. Equal pay for equal work is enshrined in the Anti-Discrimination Act of 1974

What these metrics are saying about The Rotunda?

- **The mean hourly rate** for all men and that for all women (all employees), therefore **25.97% difference** in male employees to that of female employee's average hourly rate.
- The **median hourly rate** for all men and that for all women (all employees), therefore **9.19% difference** in male employees to that of female employees middle rate of hourly pay.
- There is **no difference** in the average (**mean**) hourly rate of **part-time** men and that of part-time women.
- There is **no difference** in middle (**median**) hourly rate of **part-time** men and that of part-time women.
- **39.29% difference** in male temporary contracts average (**mean**) hourly rate than that of women in temporary contracts.



- **3.78% difference** in male temporary contracts above the middle (**median**) rate of pay to that of women in temporary contracts.
- There is **no difference** in the % of men paid **bonus** and the % of women paid bonus
- There is **no difference** in the % of men in receipt of **BIK** and the % of women in receipt of BIK
- Population of **pay quartiles** shows the % of male employees and % of female employees who fall within 4 divisions of pay bands as observed from the Hospitals pay data. The data shows the percentage of men increases as the pay band rises and decreases for women as the pay band rises.

Commentary on GPG

It is important to ensure when reviewing the data that there is a clear understanding of the difference between a gender pay gap and gender pay inequality. Our reasons for a gender pay gap (above) should illustrate that any gap is not due to pay inequality (which is contrary to equality legislation), but is due to what is considered to be an acceptable reason, such as e.g. length of service, level of seniority/responsibility, skills and qualifications required for the role etc.

- When further analyzing the data traditional gender stereotypes of roles is evident.
 - In the category of HCA's 100% of posts are filled by women.
 - In household (catering/cleaning) 80% are filled by women and 20% by men.
 - In midwifery and Nursing, 98% are female and 2% are men.
 - In Porterage 95% are male and 5% are female.
 - In CSSD 67% are male and 33% are female.
- The need for reduced hours/part time working is evident.
 - Of the total workforce, 72.5% are fulltime and 27.5% are part time
 - Of the 27.5% part time employees only 6.9% of these are male therefore mostly women taking part time contracts/working part time. Circumstances such as the cost of living in particular child care affects this.
- Having an awareness of and considerations to work / life balance.
 - For example, within the 98% of female staff in midwifery and nursing 31% are part time
 - Of the 16% part time roles in diagnostics 100% are women.
- In terms of senior positions held in looking at;
 - Management administration off all staff, 75% are women and 25% are men. At clerical officer level 85% are women and 15% are men however similarly at grade VIII level 85% are women and 15% are men.
 - In medical overall 40% are male and 60% are female. Of the total number of consultants, 57% are female and 43% are male.

3. Proposed Actions

What are we doing to address Gender Pay Gap?

- Measuring progress
 - We have defined specific metrics to ensure our progress in increasing diversity. This allows continuity in reporting and running gap analyst.
- Recruitment Practice
 - The Rotunda will runs all campaigns in compliance with the Code of Practice prepared



by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness is applied.

- Growing our Policies and procedures
 - We are committed to ensuring that policies are comprehensive and reflected in practice. The introduction of Equality, Inclusion and Diversity Policy and The Blended Working Policy will enable us move toward inclusion and diversity.

4. Any Other relevant information

The Rotunda Hospital Executive Management Team are focused on measures that will improve gender representation across all elements of the workforce and workplace. Using the gender pay gap is just one-step in the right direction in making improvements.