

Gender Pay Gap Report 2022



BLACKROCK
HEALTH

GALWAY CLINIC

Better Together

Introduction

Galway Clinic, part of Blackrock Health, is the leading provider of private cancer care in the West of Ireland. It has 150 Consultants across 60 specialities.

The Galway Clinic is also an affiliated teaching hospital to the Royal College of Surgeons in Ireland (RCSI) and University of Galway. Since opening our doors in 2004 we have provided 24 hour health care services. There are an excess of 150 highly skilled Physicians and Surgeons covering a wide variety of specialties within the Galway Clinic.

One of the main aims of the Galway Clinic was to introduce Cancer Care services to the West of Ireland.

The Galway Clinic introduced vital services such as Oncology treatment and Cardiac services in 2004. We also provide the widest range of treatment for Prostate Cancer in the West of Ireland.

Since the opening of the Galway Clinic, the following services have been introduced:

- **Radiotherapy**
- **Open Heart Surgery**
- **PET/CT Imaging**
- **Robotic Assisted Surgery**
- **Private Emergency Department**
- **Laser Eye Surgery**

Galway Clinic has been specifically designed to address a range of complex, acute and elective conditions. With over 150 of the world's most accredited Consultants specialising in over 60 different specialities, all of your healthcare needs can be catered for under the one roof.

Galway Clinic has introduced competition into the health care environment by removing the perception of exclusivity without compromising the delivery of medical excellence to all its patients.

Since opening the Galway Clinic has never shied away from embracing the latest technology and was the first hospital worldwide to introduce a hybrid operating theatre. The balance of innovative technology along with highly skilled caring staff makes the Galway Clinic the number one choice for all your healthcare needs.

Overview of the Gender Pay Gap Reporting

Gender pay is not the same as equal pay. You can have a gender pay gap but not have an equal pay issue.

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to carry out a headcount of all persons employed by them on the snapshot date, including employees not rostered to work on that date and employees on leave.

The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings.

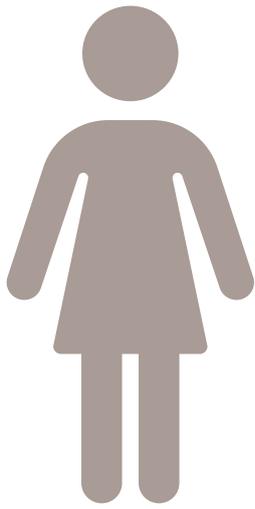
The Act requires organisations to report on their hourly gender pay gap across a range of metrics. Employers to whom the reporting obligations apply will be required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12 month period that precedes the snapshot date.

The Gender Pay Gap Reporting requirements are:

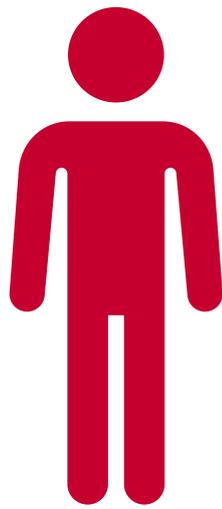
- **The mean and median pay gap in hourly pay between all male and female employees**
- **The mean and median pay gap in hourly pay between part-time male and female employees**
- **The mean and median pay gap in hourly pay between temporary male and female employees**
- **The mean and median bonus pay gap between male and female employees**
- **The percentage of male and female employees who received bonus pay**
- **The percentage of male and female employees who received benefit in kind**
- **The percentage of male and female employees in each of four pay band quartiles**

For the purpose of this report, the snapshot date is 30th June 2022.

Gender Pay Gap Statistics



75%



25%

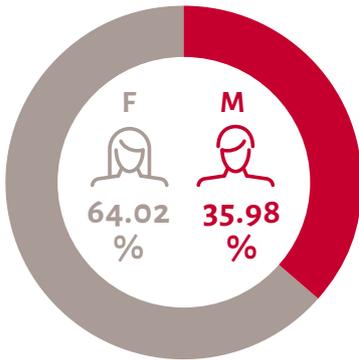
GENDER PAY GAP BY	MEAN (%)	MEDIAN (%)
Hourly Rate	3.03	-16.55
Bonus	51.46	13.75
Hourly Rate (Part Time)	8.03	9.21
Hourly Rate (Temporary Contractor)	34.44	27.75

BONUS PAID	MALE (%)	FEMALE (%)
Proportions	13.89	13.95

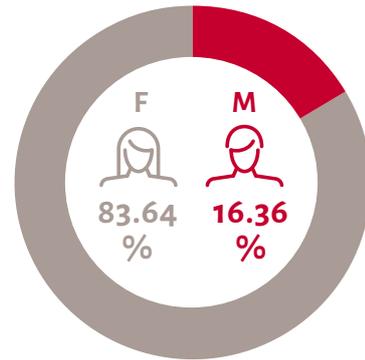
BIK PAID	MALE (%)	FEMALE (%)
Proportions	0.00	0.16

Gender Proportions

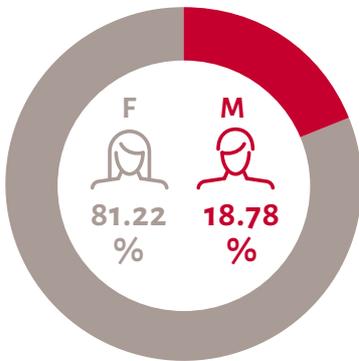
Lower Quartile Q1



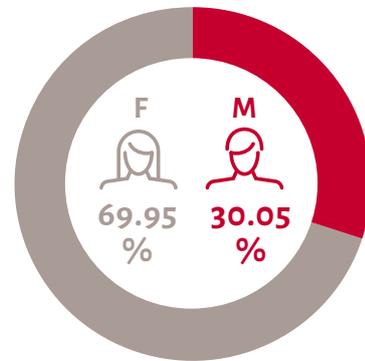
Upper Middle Quartile Q3



Lower Middle Quartile Q2



Upper Quartile Q4



Recruitment in the Health Sector is an ever challenging landscape with not enough people available for the roles that need to be filled. Given these challenges, any differentials in gender for roles is also dictated by the workforce who are applying for these roles. The Clinic is an equal opportunities employer ensuring that the right person with the right experience will get the job regardless of their gender.

During the pay gap reporting period there were 854 employees with 75% female and 25% Male.

When we look at pay parity or pay fairness, Galway Clinic pays men and women at the same level or within the same pay range ensuring that men and women are paid the same when you consider like for like roles within the hospital.

The mean Gender pay Gap was minimum at 3.03% in favour of male with the median pay gap at 16.55% in favour of female. These are well below both National and EU averages.

The hourly rate for temporary contractors was 34.44% mean and 27.75 median both in favour of male. The gap in this area is impacted by a higher proportion of male Doctors that are typically available to fill these roles.

Whilst the proportion of staff receiving bonuses was equal at 13.89 male and 13.95 female, the mean Bonus was 51.46% and the median 13.75% both in favour of male employees.

Addressing the Pay Gap

DE&I

We are committed to creating an environment that promotes equality in the workplace and we and recognise the importance of embedding inclusion in our people strategy. We believe that embracing equality and diversity in the workplace benefits not just the organisation but also individual people, departments and our patients.

In early 2023, we will continue to improve on our ED&I by committing to achieve the Bronze Level accreditation with the Irish Centre of Diversity, which will help us to improve awareness of the gender balance in the workplace.

Recruitment

Our recruitment policy reflects our belief that diversity in all areas, is necessary in helping us succeed as an organisation. We will continue to review and improve on this and ensure that our processes are fair and equitable and will focus on achieving gender balance at senior levels. We will continue to prioritise internal promotions and opportunities across the hospital group for our female colleagues to progress in their careers and continue to represent the diversity that we want to achieve. We are continuously looking at career path opportunities as well as ongoing opportunities for colleagues to advance in their careers.

Learning and Development Opportunities

The development of our people is high on the agenda, and we currently offer management training to a wide range of people within the organisation. We will be building on this in 2023 to include formal and informal Leadership Development Coaching to ensure our managers become more effective coaches for their direct reports and help to provide clear career paths for all, with the understanding that women are underrepresented.

Flexibility in the workplace

We understand the importance of flexibility in the workplace and currently have a number of flexible working and family friendly policies and arrangements in place. We will continue to improve on these policies and practices.



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