

NRH Gender Pay Gap Report 2023



About the NRH

The National Rehabilitation Hospital (NRH) provides Complex Specialist Rehabilitation services to patients who, as a result of an accident, illness or Injury, have acquired a physical or cognitive disability and require a specialist programme of rehabilitation. Backed by over 60 years experience, clinical expertise and a solid reputation for excellence, the NRH provides patients with every opportunity to meet their rehabilitation goals through personalised treatment plans delivered by its Consultant-led Interdisciplinary Teams.

Rehabilitation Programmes at the NRH are tailored to meet the individual needs of adult and paediatric patients in the following areas of speciality:

- Acquired Brain Injury (including, traumatic, non-traumatic brain injury and other neurological conditions)
- Stroke Specialty Programme
- Spinal Cord System of Care (including, traumatic, non-traumatic spinal cord injury)
- Prosthetic, Orthotic and Limb Absence Rehabilitation (POLAR)
- Paediatric Family-Centred Rehabilitation

The NRH is proud to have been awarded a maximum Three-Year Accreditation by CARF (Commission for Accreditation of Rehabilitation Facilities). This accreditation extends to June 2026, when the hospital will be surveyed again by CARF.

The NRH is a fully publicly funded hospital and operates on the ethos of providing high quality care and treatment to patients irrespective of background or status, but on the basis of clinical need. It is a tertiary referral hospital, and the only hospital of its type in the country.

NRH Gender Pay Gap Report 2023

Introduction

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with over 250 employees have been asked to report on their Gender Pay Gap for the first time in 2022. In compliance with Act, the NRH publishes its Gender Pay Gap Report below, which is a 'snapshot' date from the month June 2023. The report must be based on the last 12 months directly preceding that date, as well as the selected date itself. For the report, the date that the NRH has chosen is 1st June 2023. In publishing the report, we aim to provide an understanding of context of the findings of this report and also provide information on how we, as an organisation, support gender equality and demonstrate our commitment to equal opportunities for staff across the Hospital.

It is no surprise that our workforce as of the 1st June 2023 is predominantly female and which reflects the dominance of women working in a healthcare setting. We value the importance of our female staff to contribute at the highest level as they progress with their careers. We generally support the progression of our diverse talent pool of staff in managerial and executive positions through internal promotional opportunities and succession planning. Our female workforce is also well represented in senior management roles and at Board and Executive levels in the NRH.

Pay Scales

It is important to note that our pay scales in the NRH are as per the HSE consolidated pay scales and are determined nationally by the Department of Health, undifferentiated by gender. We do not have the autonomy to deviate from these pay scales and we are governed by national framework agreements in relation to the application of pay scales in the NRH. The Hospital pays fairly and in accordance with the HSE consolidated pay scales and does not discriminate on the basis of gender.

Gender Pay Gap Reporting Vs Gender Pay Equity

Gender Pay Gap:

Gender Pay Gap refers to the difference between what is earned on average by men and women based on average gross hourly earnings of all paid employees.

Gender Pay Equity:

Gender Pay Equity seeks to ensure that employees who perform the same role, in the same location, with the same responsibilities, experience, competencies and skills are paid equally irrespective of their gender.

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

Culture and How We Support Gender Equality

The NRH is committed to carrying out all activities in a way that values diversity, promotes equality and fosters inclusion to successfully deliver the best public service and to ensure a diverse, inclusive, high performance workplace. Diversity, Equality and Inclusion are integral to our Hospital mission and informs

our development, behaviours and decision-making. The NRH are an equal opportunities employer and aims to recruit, retain, and develop a diverse, high-performing, qualified workforce that draws from all segments of society and values fairness, diversity and inclusion.

The NRH is committed to promoting its values and developing supportive working practices for its employees. Human Resources aim to support and transform the NRH capability to deliver quality patient care and “safer better healthcare”. Our employees are at the core of the delivery of effective rehabilitation services and supporting them is crucial to our ongoing success as leaders in people services. One of our ways of supporting staff in this regard would be via our flexible work practices and options available to staff.

The NRH have a Family Leave Policy which outlines the specific terms and conditions surrounding various leaves, schemes and allowances that come under the scope of family leave entitlements for example, Maternity Leave, Adoptive Leave, Parents leave, Parental Leave Paternity Leave, Force Majeure leave, Sick leave, Carer’s Leave, Career Break Scheme and Shorter Working Year schemes. This Policy gives a generic overview of the various policies at the NRH which comes under the Family leave Policy to support our employees with their family commitments. The organisation also has a remote and flexible working policy which recognises the that an improved work-life balance can enhance employee motivation, performance and productivity. The National Rehabilitation University Hospital seeks to support its employees achieve a better balance between work and personal commitments and will make every reasonable effort where possible and having regard to the nature to accommodate flexible working requests, taking into account the needs of the business as well as individual needs.

We are committed to supporting our staff by prioritising flexibility, well-being, diversity and inclusion. We will also ensure that staff receive equal access to training, development and career progression opportunities to excel professionally and personally. Our selection, promotion and talent development decisions are consistent with a legal, unbiased, fair and equitable work environment and we are firmly committed to gender equality.

The organisation supports career development and fosters an environment of continuous professional development. The NRH believes that continuing staff education is essential in the provision of quality patient care in the National Rehabilitation University Hospital. Education is a lifelong process which aims to enhance healthcare practice and to provide for professional and personal development. Our NRH Education and Training Policy outlines a framework to ensure that employees avail of relevant education and training in line with the clinical and organisational needs of our services. The hospital aims to provide support and guidance to employees in relation to both individual and career development.

Report

The NRH Gender Pay Gap report is based on data as of the 1st June 2023.

Employers are required to report the following seven key pieces of gender pay gap data on an annual basis:

1. Mean and median hourly remuneration for all employees (a percentage figure)
2. Mean and median hourly remuneration for part-time and temporary employees (a percentage figure)
3. Mean and median bonus remuneration of all employees (a percentage figure)
4. Proportion of male and female employees that received bonus remuneration (a percentage figure)

5. Proportion of male and female employees that received benefits-in-kind (a percentage figure)
6. Proportion of male and female employees in four equally divided quarters (expressed as each of the employer's lower, lower middle, upper middle and upper quartile pay bands).
7. Employer's written explanation on measures it is taking to address its gender pay gap.

Understanding Key Metrics

The Gender Pay Gap

The gender pay gap is the difference on average across a population between men's and women's pay. The gender pay gap is 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. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse that, on average, men are in a less favourable position than women.

The Mean Pay Gap

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire Hospital.

The Median Pay Gap

The median pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

The Quartiles

Pay quartiles are calculated by splitting Hospital employees into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the Hospital.

Q1 Lower

Q2 Lower Middle

Q3 Upper Middle

Q4 Upper

NRH Workforce Profile

The gender profile of our current workforce is predominantly female at 74% of the overall workforce at the time of this report. This report shows the difference between the average earnings of men and women, expressed relative to men's earnings.

Although we have a gender pay gap due to our disproportionate representation of men and women within the workforce, which is reflected across the health care sector nationally, it is important to note that we pay fairly and equitably in accordance with the HSE consolidated pay scales.

Entity: National Rehabilitation Hospital
Payroll Company: All companies for this entity

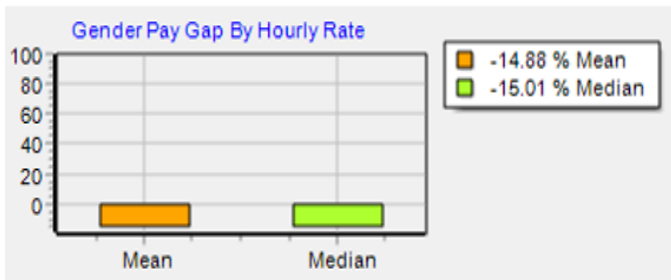
Gender Pay Gap by	Mean	Median
Hourly Rate	-14.88%	-15.01%
Bonus	0.00%	0.00%
Hourly Rate Part Time	-41.14%	-36.23%
Hourly Rate Temp Contractor	1.86%	1.76%

Population by pay quartiles		Male	Female
Lower	Q1	38.27%	61.73%
Lower Middle	Q2	26.54%	73.46%
Upper Middle	Q3	15.43%	84.57%
Upper	Q4	17.90%	82.10%

Bonus Paid Proportions		Male	Female
		0.00%	0.00%

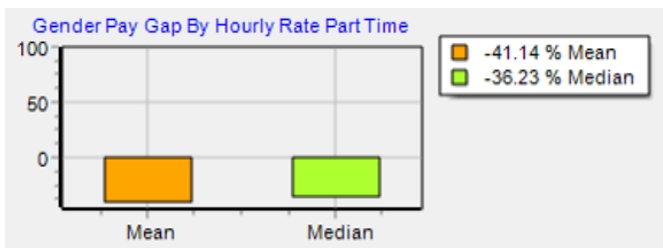
BIK Paid Proportions		Male	Female
		0.00%	0.00%

1. The Mean & Medial Pay Gap in hourly pay between Male and Female Employees



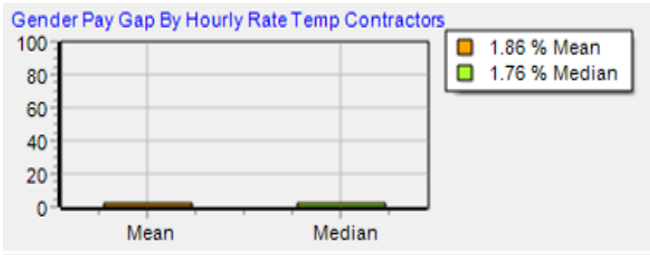
The gender pay gap in hourly pay between male and female employees is 14.88%.

2. The Mean & Medial Pay Gap in hourly pay between Part Time Male and Female Employees



The majority of part time staff are female and are in the lower quartile and lower middle quartile jobs. The number of male employees that avail of part time flexible working options is lower than female.

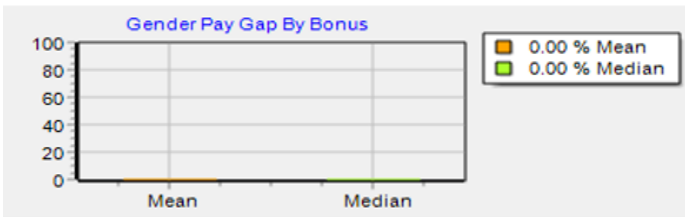
3. The Mean & Medial Pay Gap in hourly pay between Temporary Male and Female Employees



The gender pay gap in hourly pay between temporary male and female employees is 1.86%.

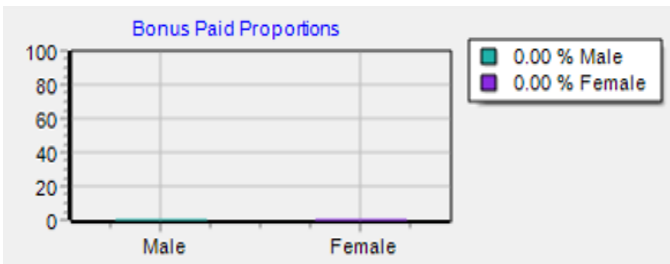
4. The Mean & Medial Bonus Gap in hourly pay between Male and Female Employees

There is no scope for bonus payments in the NRH. Employees are remunerated in line with the HSE Consolidated Pay scales, only agreed pay scales and allowances can be applied to staff. Nil Report.



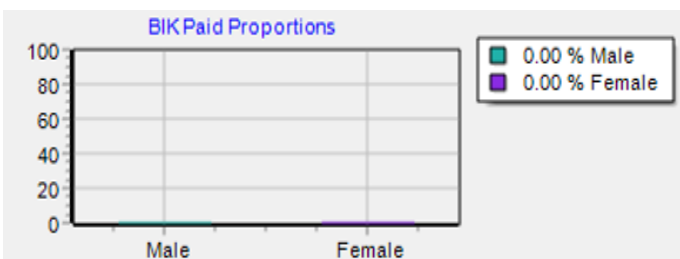
5. The Percentage of Male and Female Employees who received bonus pay

There is no scope for bonus payments in the NRH. Employees are remunerated in line with the HSE Consolidated Pay scales, only agreed pay scales and allowances can be applied to staff. Nil Report.

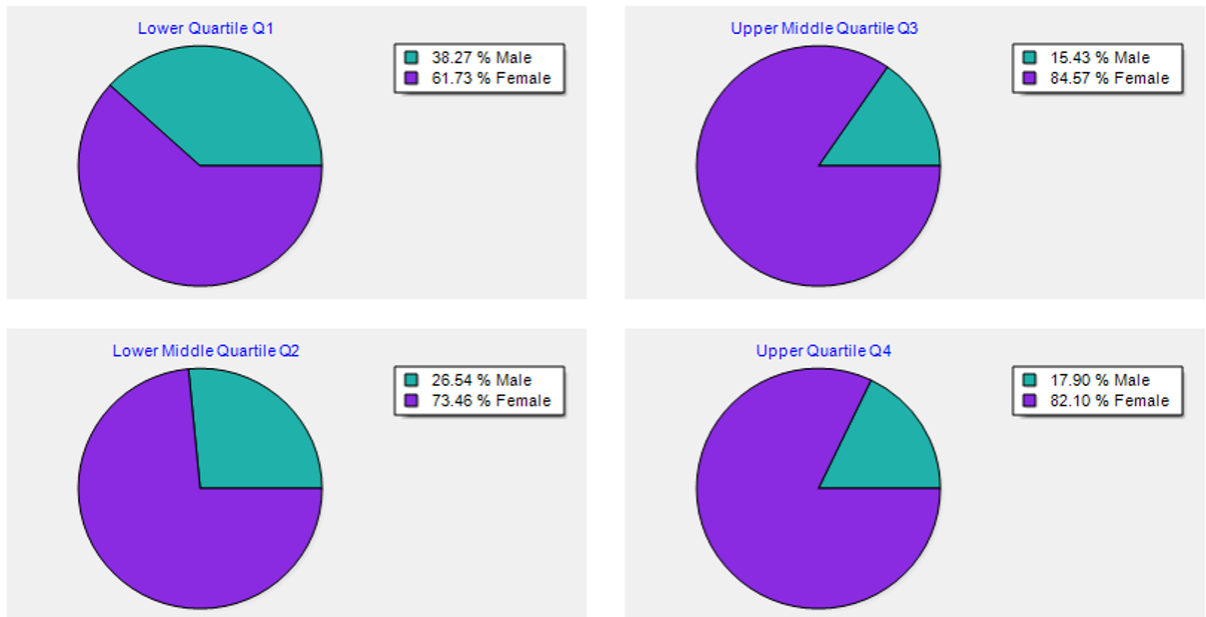


6. The Percentage of Male and Female Employees who received Benefit In Kind Payment

Benefit In Kind payments are not applicable in the NRH. Nil Report.



7. The Percentage of Male and Female Employees in Each of Four Pay Band Quartiles



71% of our nursing workforce is female which is demonstrated in the lower middle and upper middle quartiles.

Similarly, 81% of our management roles are female which is reflected in the lower and lower middle quartiles.

Gender Data Analysis

The overall mean gender pay gap is 14.88% (the difference between women’s and men’s mean hourly wage).

The overall median gender pay gap is 15.01% (the difference between middle paid women and middle paid men).

The part-time mean gender pay gap is 41.14% (the difference between women’s and men’s mean hourly wage) and the overall median gender pay gap for part-time staff is 36.23% (the difference between middle paid women and middle paid men).

The gender pay gap in hourly pay between temporary male and female employees is 1.86%.

There is no bonus pay or benefit in kind paid to any member of staff in the National Rehabilitation Hospital.

The gap in pay for women and men in the quartile one, two and three and four favours women.

NRH Gender Pay Gap Report 2023

Addressing NRH's Gender Pay Gap

Actions to Improve Our Gender Pay Gap

Inclusion

NRH is committed to creating an inclusive workplace where everyone can reach their full potential. Supporting equality, diversity and Inclusion enables us to create a positive working environment where the different backgrounds and perspectives of all our staff is valued and which will enhance quality patient care and outcomes. We will continue on our equality and inclusion journey, developing our Equality, Diversity and Inclusion Strategy to ensure best practice, focussing on wellbeing, mental health and menopause.

Learning and Development

We will continue to support career development and fostering an environment of continuous professional development, ensuring a gender balanced and inclusive approach to NRH training and development opportunities and programmes.

Inclusive Polices: We will uphold best practices ensuring policies and supports are underpinned by inclusion and gender equality.

Recruitment

The NRH observes gender equitable recruitment practices during the hiring process and does not discriminate on the basis of gender or other bias.

NRH Gender Pay Gap Report 2023



Summary and Conclusion

The gender pay gap report looks at the distribution of men and women across all job grades of the hospital, and how this translates into the average salary and bonus payments made as a result.

Our proportion of male and female staff should be taken into account when looking at our gender pay gap, (74% female, 26% male), as should the age range of our male and female workforce, as members of staff who have enjoyed long careers in the NRH can often be higher up the pay scales than those who are just starting their careers. The Hospital has a predominantly female workforce and remunerates all staff on defined salary bands as per the Department of Health Consolidated salary scales. This ensures that everyone is paid fairly for undertaking the same or a similar role and the assimilation onto the salary scales is in accordance with department of health guidelines for incremental credit.

NRH will continue to support all employees with the necessary education, training and developmental opportunities to succeed in achieving their full potential.

The NRH will continue to explore all opportunities to improve female participation in our workforce and endeavour to increase female involvement across all levels of our organisation.