

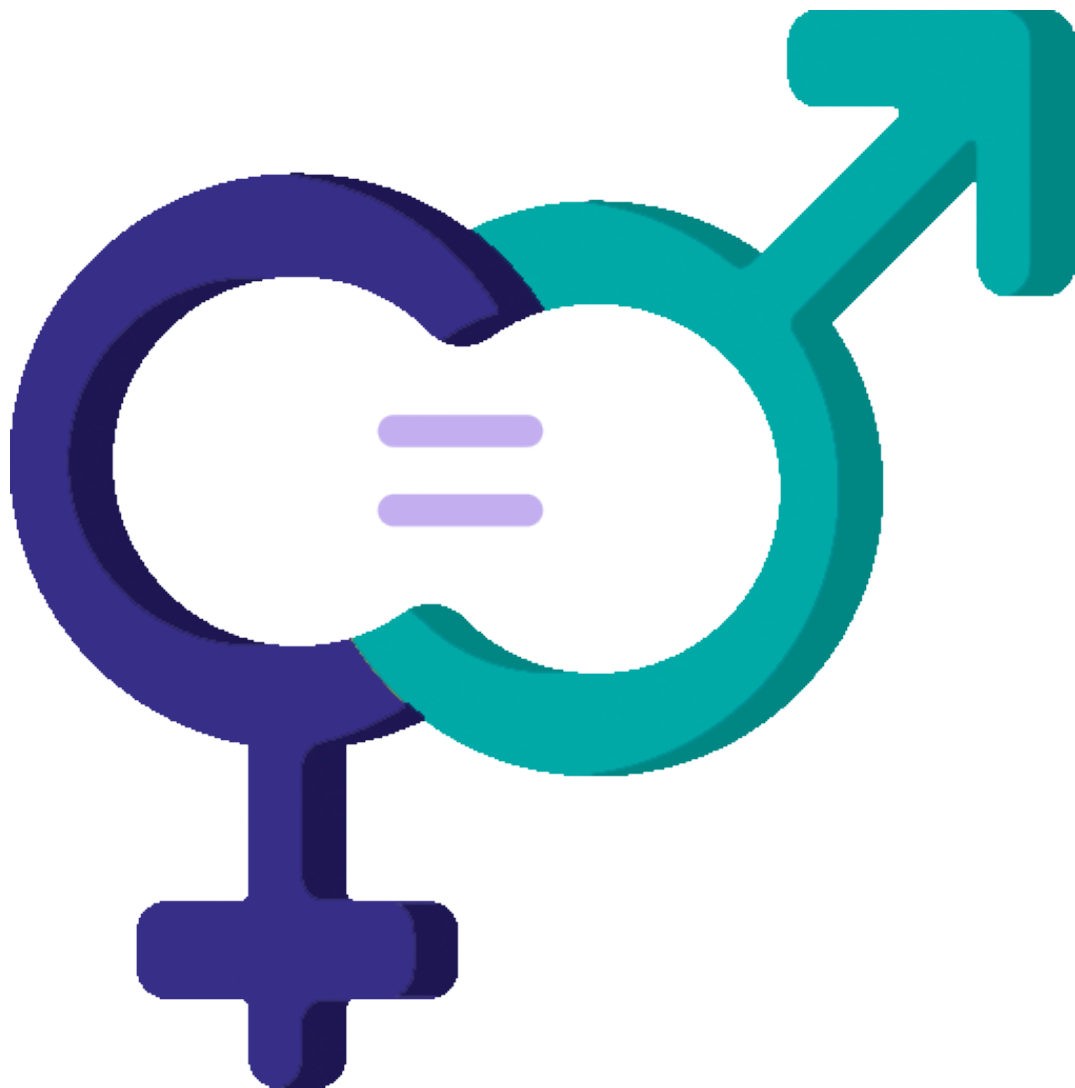


**Health  
Information  
and Quality  
Authority**

An tÚdarás Um Fhaisnéis  
agus Cáilíocht Sláinte

# **GENDER PAY GAP**

## **REPORT IN 2023**





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## Foreword

This is the second year that HIQA is publishing a Gender Pay Gap report. The small gap that we are reporting is in favour of our female staff members. As a public sector organisation, salary scales and increments are determined by the Department of Public Expenditure, NPD Delivery and Reform, and are implemented by HIQA in line with Government circulars.

HIQA continues to be committed to providing a work environment that treats all staff members equally and fairly. We provide staff members with equal opportunities for recognition, career development, fairness and equity at work. To ensure this, we regularly seek feedback from our staff members on all aspects of their employment experience through surveys and staff consultation. Based on the information received, we take action as necessary.

We continue to be committed to ensuring an open and inclusive workplace. Many initiatives are in place including a range of flexible working options and we will continue to work in this area. This year we undertook a detailed review of our Blended Working Model, which provided all staff members with the opportunity to identify what is working well and specific areas that would benefit from further improvement. A working model that supports our staff members in balancing their busy work and home life commitments is essential to the committed and dedicated workforce here in HIQA.

Our staffing ratio has changed slightly this year, and while our workforce still has significantly more females than males, the percentage of male staff members has increased by 2%. Developing our gender balance at all levels of the organisation is vital to bringing diversity of thought to everything we do. We have also noted an increase in the number of male colleagues availing of flexible working options other than part-time working this year.

In 2024, we will continue to work to create a more inclusive, diverse and equitable organisation

Head of Human Resources and Organisational Development



## About the Health Information and Quality Authority (HIQA)

The Health Information and Quality Authority (HIQA) is an independent statutory authority established to promote safety and quality in the provision of health and social care services for the benefit of the health and welfare of the public.

HIQA's mandate to date extends across a wide range of public, private and voluntary sector services. Reporting to the Minister for Health and engaging with the Minister for Children, Equality, Disability, Integration and Youth, HIQA has responsibility for the following:

### Setting standards for health and social care services

Developing person-centred standards and guidance, based on evidence and international best practice, for health and social care services in Ireland.

### Regulating social care services

The Chief Inspector within HIQA is responsible for registering and inspecting residential services for older people and people with a disability, and children's special care units.

### Regulating health services

Regulating medical exposure to ionising radiation.

### Monitoring services

Monitoring the safety and quality of health services and children's social services and investigating as necessary serious concerns about the health and welfare of people who use these services.

### Health technology assessment

Evaluating the clinical and cost-effectiveness of health programmes, policies, medicines, medical equipment, diagnostic and surgical techniques, health promotion and protection activities, and providing advice to enable the best use of resources and the best outcomes for people who use our health service.

### Health information

Advising on the efficient and secure collection and sharing of health information, standards setting, evaluating resources and publishing information on the delivery and performance of Ireland's health and social care services.

### National Care Experience Programme

Carrying out national service-user experience surveys across a range of health services, in conjunction with the Department of Health and the HSE.



## Overview

### What is the gender pay gap?

The gender pay gap refers to the difference between what is earned on average by women and men based on average gross hourly earnings of all paid staff, not just men and women doing the same job, or with the same experience or working pattern. It is designed to capture the extent to which women are evenly represented across an organisation.

Gender pay reporting is different to equal pay; equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man, or a woman.

### Gender pay gap legislation in Ireland

The Gender Pay Gap Information Act 2021 was signed into law in Ireland on 13 July 2021. The Employment Equality Acts 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 came into operation on 31 May 2022.

As an organisation with more than 250 staff members, we are required under the Gender Pay Gap Information Act 2021 to publish our gender pay figures across a range of metrics.

Employers must report on the following measures, based on a snapshot of pay data on a date selected by the organisation in June 2022.

- (a) the difference between the mean hourly remuneration of staff members of the male gender and that of staff members of the female gender expressed as a percentage of the mean hourly remuneration of staff members of the male gender;
- (b) the difference between the median hourly remuneration of staff members of the male gender and that of staff members of the female gender expressed as a percentage of the median hourly remuneration of staff members of the male gender;
- (c) the difference between the mean bonus remuneration of staff members of the male gender and that of staff members of the female gender expressed as a percentage of the mean bonus remuneration of staff members of the male gender;



(d) the difference between the median bonus remuneration of staff members of the male gender and that of staff members of the female gender expressed as a percentage of the median bonus remuneration of staff members of the male gender;

(e) the difference between the mean hourly remuneration of part-time staff members of the male gender and that of part-time staff members of the female gender expressed as a percentage of the mean hourly remuneration of part-time staff members of the male gender;

(f) the difference between the median hourly remuneration of part-time staff members of the male gender and that of part-time staff members of the female gender expressed as a percentage of the median hourly remuneration of part-time staff members of the male gender;

(g) the percentage of all staff members of the male gender who were paid bonus remuneration and the percentage of all staff members of the female gender who were paid such remuneration;

(h) the percentage of all staff members of the male gender who received benefits in kind and the percentage of all staff members of the female gender who received such benefits.

(i) the difference between the mean hourly remuneration of staff members of the male gender on temporary contracts and that of staff members of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of staff members of the male gender;

(j) the difference between the median hourly remuneration of staff members of the male gender on temporary contracts and that of staff members of the female gender on such contracts expressed as a percentage of the median hourly remuneration of staff members of the male gender;

(k) the respective percentages of all staff members who fall within each of

(i) the lower remuneration quartile pay band,

(ii) the lower middle remuneration quartile pay band,

(iii) the upper middle remuneration quartile pay band, or

(iv) the upper remuneration quartile pay band, who are of the male gender and who are of the female gender.



## HIQA Gender Pay Gap Data

### HIQA Workforce

HIQA's gender pay gap data was captured on the snapshot date of 22 June 2023. At the time the data was collated, there were 350 staff members within our organisation:



While the number of staff members has remained relatively static over the period from June 2022 to June 2023, the percentage of male staff members has increased from 26% to 28%.

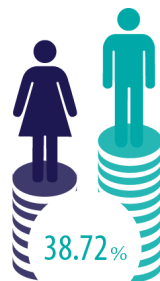
The gender pay gap has been calculated using the mean and median as follows:

**Mean pay gap:** is the difference between the average gross hourly earnings of male and female expressed as a percentage of the average gross hourly earnings of a male staff member.

### Gap in Mean Hourly Remuneration:



Mean Hourly Pay Gap



Mean Hourly Pay Gap  
Part Time staff members



Mean Hourly Pay Gap  
Fixed Term staff members

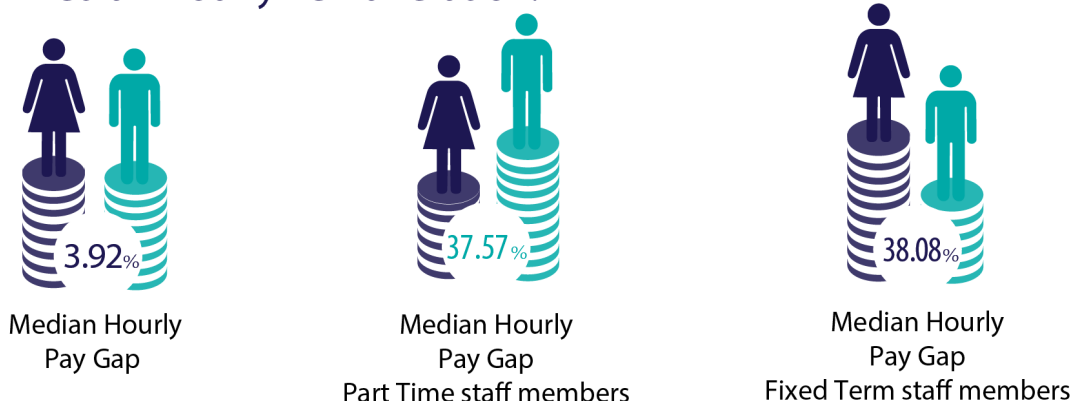


			2022	2023
<b>Mean</b>	Mean Hourly Pay Gap	Permanent	2.07%	4.34%
	Mean Hourly Pay Gap Part Time Staff members	Part-time	26.14%	38.72%*
	Mean Hourly Pay Gap Fixed Term Staff members	Fixed Term	30.12%	14.03%

\*The number of male staff members availing of part-time work during the past year has reduced.

**Median pay gap:** is calculated by finding the midpoint in all staff members' hourly pay and discarding the lowest and highest rates of pay. In simple terms, it is often described as the 'middle' value of the data set.

Gap in Median Hourly Remuneration:



			2022	2023
<b>Median</b>	Median Hourly Pay Gap	Permanent	1.84%	3.92%
	Median Hourly Pay Gap Part Time Staff Members	Part-time	17.75%	37.57% *
	Median Hourly Pay Gap Fixed Term Staff Members	Fixed Term	59.34%	38.08%

\*The number of male staff members availing of part-time work during the past year has reduced.





**Pay quartiles:** a key indicator for the gender pay gap is the composition of the workforce by separate pay quartiles. The pay data is arranged in ascending order from the lowest to the highest salary, and the data is divided into four equal-sized groups.

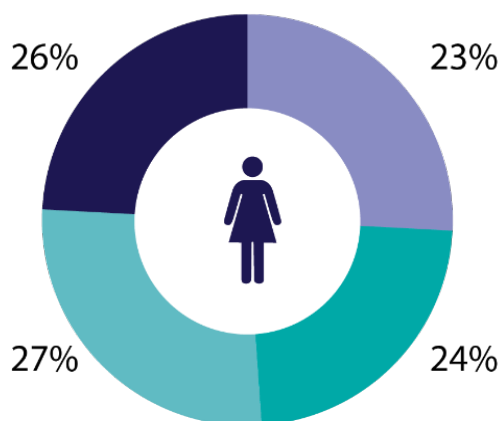
The table below represents the breakdown of female/male staff members who fall within each of the quartile during the years since reporting started.

Pay Quartiles				
	2022	2023	2022	2023
	Females	Females	Males	Males
Upper quartile (4)	71%	75%	29%	25%
Upper middle quartile (3)	74%	79%	26%	21%
Lower middle quartile (2)	80%	68%	20%	32%
Lower quartile (1)	72%	66%	28%	34%

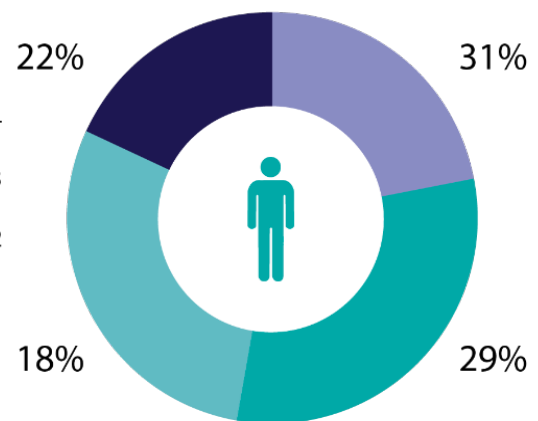
Each quartile represents a quarter or 25% of our total workforce, ranked by pay

The following charts represent the female/male demographics in each quartile for 2023 data.

Females in Remuneration Quartiles



Males in Remuneration Quartiles



As per public sector guidelines, HIQA does not pay any bonus remuneration, or provide staff members with any benefit in kind. Therefore, there is no data to report on regarding bonus remuneration or benefit in kind.



## Closing our gender pay gap

HIQA is committed to addressing factors that impact negatively on pay equality. Our people are our best asset and are the heart of our organisation. We are proud of the diverse workforce we have, who deliver high-quality work across the organisation. We will continue to create a more inclusive, diverse and equitable organisation by identifying and acting on opportunities that enable meaningful change.

In reviewing the data for 2023, we note that although slightly higher than last year's figures, the figures being reported for the mean and median hourly pay gap this year are 4.34% and 3.92% respectively, well within an acceptable range.

The gap for part-time staff members remains high in favour of our male colleagues, and is higher this year than last year. HIQA is a relatively small organisation, where one or two outliers can have a big impact on the statistical numbers. Only 6% of staff members avail of part-time working across the organisation and the majority of our part-time staff members are female. We have noted in the past year a reduction in the number of male colleagues availing of part-time employment and a move instead to use other forms of flexible leave. HIQA offers a range of family friendly policies and we note that a higher percentage of our males colleagues avail of these policies rather than part-time working.

HIQA is committed to exploring our part-time working arrangements in 2024 to identify if there are any barriers in place that obstruct the support of part-time working requests.

The gap for fixed term staff members which favours our female colleagues although high, has dropped from last year's figure. This has come about as a result of the execution of our workforce plan which allowed for consolidation of some temporary posts. The number of fixed-term staff members is low at 3%, and similar to our experience with part-time employment, one or two outliers have a big impact on the statistical numbers.

Our people are our most important resource and we will continue to work to ensure equality of opportunity and foster a work environment where differences are valued, recognised and supported. Increasing diverse representation across the organisation will remain one of our top priorities in 2024.



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