



## Gender Pay Gap report for Saint John of God Hospital CLG

**Snapshot Date 30<sup>th</sup> June 2022**

As a not-for-profit organisation delivering mental health treatment and care and training and dementia services by way of direct clinical and social care, education, training and support, Saint John of God Hospital CLG is a "Company Limited by Guarantee" (CLG). It is registered in Ireland as Company Number 430743.

The main object of the company is to respond, in the manner of Saint John of God, to the needs of people requiring mental health and dementia services. Through the provision of a range of mental health and social services, individuals are supported and empowered on their recovery journey and to live the best possible life that they can. In addition the company provides education and training to healthcare professionals and the wider community. The three services within the company are provided as follows:

1. **Saint John of God Hospital**, Stillorgan, Co. Dublin is an independent acute psychiatric teaching hospital with 182 in-patient beds and one of the leading European providers in mental health treatment and care. The hospital also has outpatient services available in Dublin.

In addition to a range of outpatient services, which include psychiatry, psychology, WRAP® (Wellness Recovery Action Plan), the Hospital currently provides specialist inpatient services in:

- Addictions
- Psychosis
- Eating Disorders
- Psychiatry of Later Life and
- Adolescent services

The Hospital is affiliated with University College Dublin, Trinity College Dublin, Dublin City University, the University of Limerick for undergraduate and postgraduate healthcare professional programmes, The Royal College of Surgeons in Ireland and the College of Psychiatrists of Ireland.

2. **Saint Joseph's Shankill** provides residential care to 60 people and also provides day care and respite services. Saint Joseph's is a Meaningful Care Matters Butterfly Home, and offers specialised person centred dementia care to people living with dementia, which focuses on not just people's physical and clinical needs but their emotional, psychological and social needs too. Through these meaningful connections, people living with dementia know they still really matter.
3. **Mental Health First Aid (MHFA)** is the initial help given to someone who is developing a mental health problem, a reoccurrence of an existing mental health problem or someone who is in a mental health crisis. The first aid is given until appropriate professional support is received or until the crises resolves.



Mental Health First Aid Ireland is the only licenced provider of mental health first aid training in the Republic of Ireland and has provided training to over 13,000 people to date. Our vision is a supportive community with a willingness to address mental health problems when they arise and enable recovery. MHFA has been shown to be effective in improving mental health literacy, reducing stigma and improving help-giving behaviours.

Gender Profile and count of eligible employees on 30 <sup>th</sup> June 2022				
All #	Male #	Female #	Male %	Female %
407	106	301	26%	74%

Gender Gap Analysis	Mean	Median
Hourly remuneration - All employees	8.07%	-19.80%
Hourly remuneration - Part time employees	-36.89%	-48.49%
Hourly remuneration - Temporary employees	-15.07%	8.74%
Hourly remuneration - Employees receiving bonus	N/A	N/A
Hourly remuneration - Employees receiving BIK	N/A	N/A

	All #	Male #	Female #	Male %	Female %
<b>Quartile #1:</b> Lower remuneration quartile pay band	102	40	62	39%	61%
<b>Quartile #2:</b> Lower middle remuneration quartile pay band	102	22	80	22%	78%
<b>Quartile #3:</b> Upper middle remuneration quartile pay band	102	17	85	17%	83%
<b>Quartile #4:</b> Upper remuneration quartile pay band	101	27	74	27%	73%
<b>Total</b>	<b>407</b>	<b>106</b>	<b>301</b>	<b>26%</b>	<b>74%</b>

Saint John of God Hospital CLG has a predominantly female workforce (74%:26%). Current trends indicate that clinical roles continue to be a career preference for females.

The organisation's Gender Pay Gap statistics for 2022 reflect the continued high participation of females in health and social care settings.

No bonus or benefit in kind (BIK) schemes currently apply in our organisation. Opportunities to increase average hourly earnings arise predominately in the Nursing Department when ongoing shortages are required to be supplemented by overtime. A review of our 2022 Gender Pay Gap data set shows that male nursing colleagues elected to work overtime at significantly higher volumes than female nursing colleagues.