



# UPMC Gender Pay Gap Report 2024

# UPMC

## IRELAND

UPMC has proudly provided high-quality healthcare in Ireland since 2006. Our hospitals include UPMC Whitfield Hospital in Waterford, UPMC Aut Even Hospital in Kilkenny, UPMC Kildare Hospital in Clane, and UPMC Sports Surgery Clinic in Dublin. Additional locations include UPMC Hillman Cancer Centres in Waterford and Cork and an outpatient facility in Carlow. UPMC Sports Medicine Clinics are located in Dublin, Waterford, Limerick, Tipperary, Mayo and Cork.

Our mission at UPMC is to serve our community by providing outstanding patient care and to shape tomorrow's health system through clinical and technological innovation, research, and education. UPMC is committed to delivering access to healthcare to communities across Ireland and understands implicitly the need for our organisation to reflect the makeup of those very communities we serve. We firmly believe that by nurturing and valuing different perspectives across our facilities, we will encourage a culture of open dialogue and innovation that will contribute to continued success.

Our workforce of over 1,500 dedicated professionals strive to live our mission to deliver life changing medicine to our communities. To recognise this, UPMC Ireland is committed to actively promoting diversity and inclusion by ensuring equality of opportunity, fair treatment, and respect for all employees, regardless of age, gender, religion, or background. We achieve this through our talent attraction, retention and total rewards strategies, as well as promoting a culture of inclusion across all sites. Each year we look to strengthen this focus as we recognise that there will always be a need for continuous improvement.

Once again, we are pleased to publish this report which holds us to account on our endeavours. We will continue to actively seek diverse perspectives and ensure that everyone's voice is heard.

# WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference between the hourly wage of men and women regardless of the nature, experience or working pattern of their jobs. The Gender Pay Gap is expressed as a percentage of men's earnings.

## Calculating the Gender Pay Gap

### Median

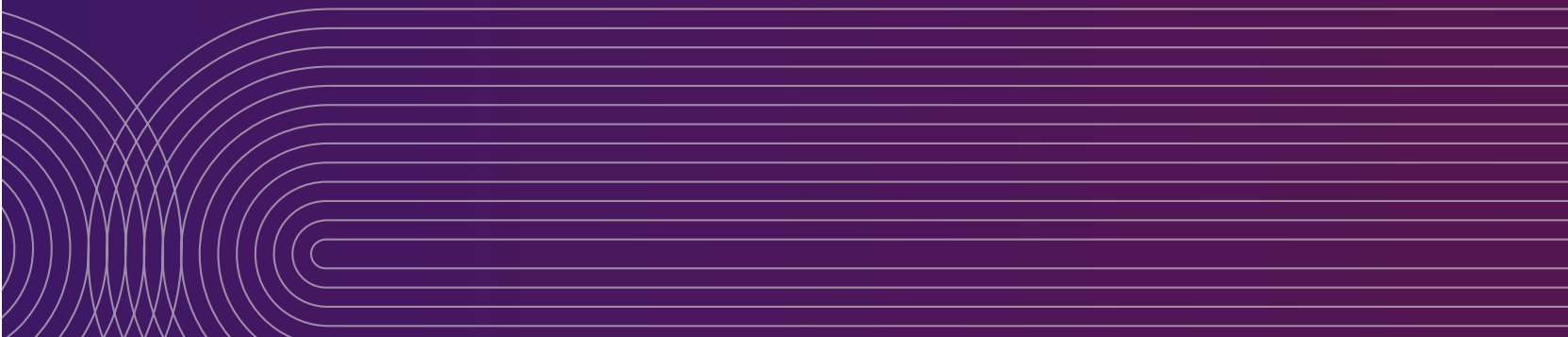
The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rates for the middle woman compared to that of the middle man.

### Mean

The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

The mean and median are important metrics and need to be looked at together. It is important to remember that the mean can be skewed by fewer individuals earning more in the upper ranges.

The Gender Pay Gap does not indicate discrimination or bias, or even an absence of equal pay for equal value work, however, it will capture whether women are equally represented across the organisation and pay gaps at different levels.






# OUR FINDINGS

The scope of this report relates to all UPMC Ireland employees as at the snapshot date of 30 June 2024. This document has been published in line with the Gender Pay Gap Information Act 2021, whereby from 2024 legal entities with 150 or more employees must publish a Gender Pay Gap report. The findings herein refer to all staff in our hospitals and facilities within the UPMC Ireland Hospitals Group.

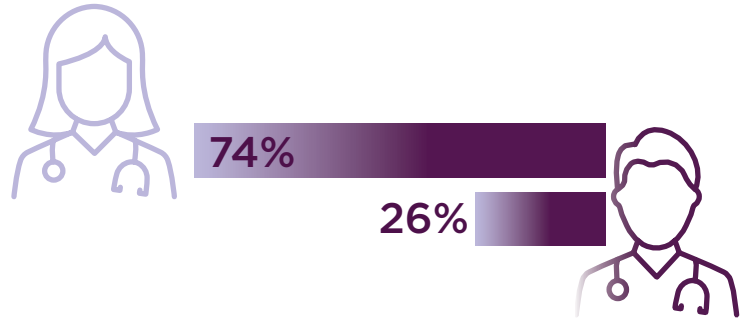
This year we have seen a decrease in our hourly remuneration median gender pay gap by over 7% points and our mean gender pay gap by almost 2% points.

	2023	2024
Median	8.3%	1.0%
Mean	19.5%	17.7%

We welcome this reduction across both reporting methodologies and acknowledge that we continue on a path of addressing this gap.



# UPMC IRELAND NETWORK RESULTS



## Gender Representation by quartile

Male Female

### Upper Quartile



### Middle Upper



### Middle Lower



### Lower



## Gender Pay Gap per Employment Status

All Employees		Part time Employees		Temporary Employees	
Median	1.0%	Median	-14.8%	Median	11.3%
Mean	17.7%	Mean	20.7%	Mean	12.8%

## Bonus and Benefit in Kind

Bonus Recipients	
Median	11.6%
Mean	67.5%
6% of males received a bonus	
3% of females received a bonus	

BIK Recipients	
2% of males received BIK	
1% of females received BIK	

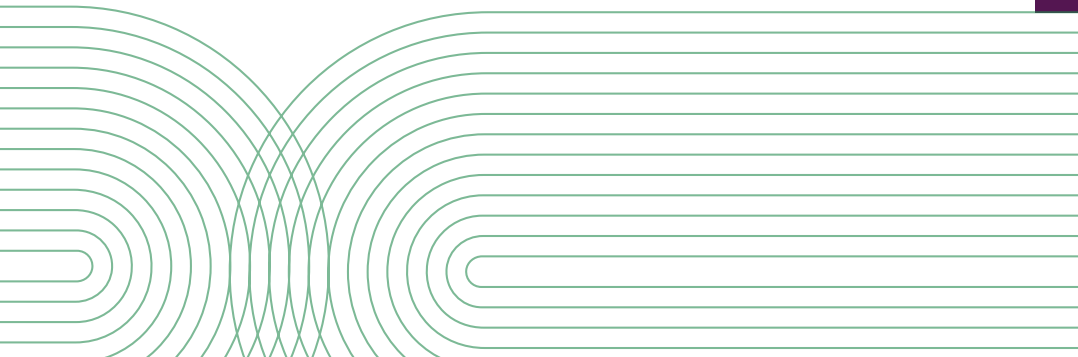
# WHAT IS INFLUENCING OUR RESULTS

UPMC's approach to pay and reward is that all colleagues, regardless of age, gender, religion or background, are paid equally for the roles they do. Across our workforce, we are committed to retaining and attracting talent to our organisation, as well as safeguarding and promoting flexibility throughout our multi-disciplinary teams.

## **Gender Representation across staff groups**

Within UPMC Ireland, the gender profile is predominantly female, accounting for 74% of our workforce. However, there are notable variances in the gender profiles across our job families with Medical being the largest job family with more male employees than female employees. This is also an area highly represented in the upper pay quartiles overall in UPMC.

The highest pay gap can be seen in the Corporate Services job family which includes many support and administrative functions. Here, the gender profile in the lower pay quartile is disproportionately female compared to the overall gender profile of the job family.



# WHAT HAVE WE DONE TO ADDRESS OUR GENDER PAY GAP IN 2024

## Analysis

We have conducted an in-depth analysis of the Gender Pay Gap in each of our job families and their functional structure to understand if particular teams/ units have a higher Gender Pay Gap than others. This analysis allows us to better understand the variances and put in place measures to address, if appropriate.

## Talent attraction and retention

We have committed to continued analysis on talent pipelines, with a view to promote and engage minority groups with opportunities within UPMC.

## Total rewards

We have reviewed our total rewards policy across UPMC Ireland to standardise and harmonise our pay and benefits offerings, ensuring that employees receive full and equitable recognition for their work.

We have rolled out enhanced maternity pay benefits to support our female workforce. We have seen an approximate 30% increase in Maternity Leave utilisation compared to the previous 12 months and we are committed to supporting parents at this time.

## A culture of inclusion

UPMC is proud to be recognised by the Irish Centre for Diversity with the awarding of Bronze level accreditation. This was the first step on a path of continuous improvement in this area.

We have further emphasised our commitment to a work environment of Dignity & Respect for all employees with our inaugural UPMC Dignity & Respect Awards in Ireland.

Our team has actively promoted diversity amongst our workforce via local hospital initiatives such as International Nurses Day, where we recognised the multicultural make-up of our nursing profession.

Throughout 2024, a number of training and education sessions were conducted to further support our workforce and embed a culture of inclusion:

- Diverse Leadership Training to a large cohort of People Managers
- Commenced Diversity, Equity, and Inclusion (DEI) programme



## **OUR COMMITMENT IN 2025**

### **Analysis**

We will continue to analyse and action findings from variances within job families and teams/ units.

### **Talent attraction and retention**

We will maintain our dedicated focus on learning and development to encourage internal growth within UPMC Ireland.

We will commit to an on-going review of recruitment policies to ensure that an equitable gender quota applies for applicants, where possible.

### **Total rewards**

We will continue to review our total rewards offerings – both in terms of remuneration and benefits, with a view to ensuring we actively analyse the impact of the current Gender Pay Gap data.

We will work to introduce salary scales within specific job families to ensure there is consistent and transparent pay for work.

### **A culture of inclusion**

We remain committed to our focus of continuous improvement with the Irish Centre of Diversity with a goal of achieving Silver level accreditation within 18 months.

