

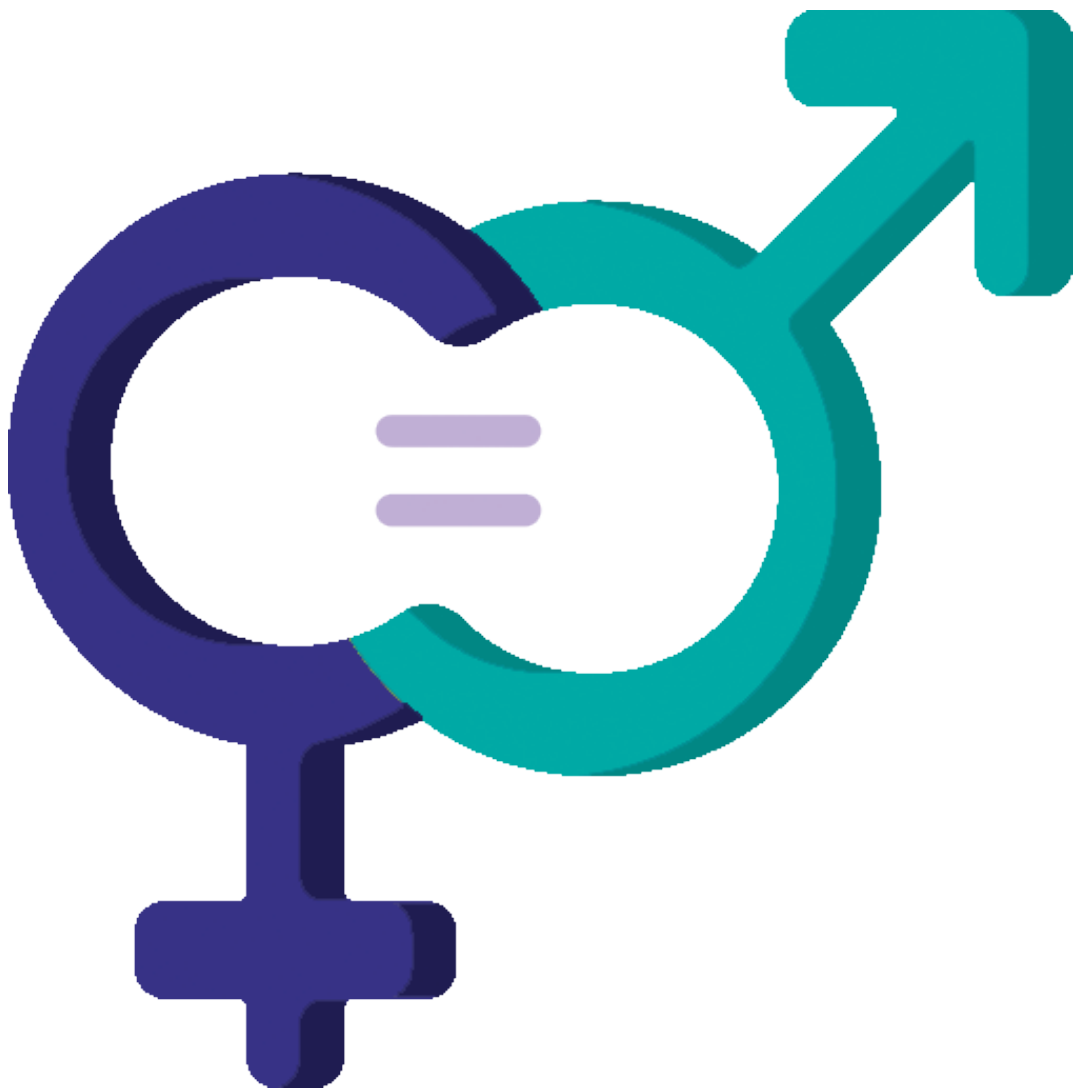


**Health
Information
and Quality
Authority**

An tÚdarás Um Fhaisnéis
agus Cáilíocht Sláinte

GENDER PAY GAP

REPORT IN 2022





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Foreword

HIQA is committed to providing a supportive working environment that benefits the health and wellbeing of all of our employees. Our approach to ensuring this is multifaceted, with each strand working towards ensuring that all employees feel included and valued in their work environment, while being treated equally.

HIQA's Diversity and Inclusion programme is focused on developing and maintaining an inclusive working environment that can attract, retain and develop a diverse workforce. HIQA's people are its strength and our workforce is skilled, knowledgeable and highly educated, comprising of people from a diverse range of backgrounds. As an organisation, we recognise the importance of engaging staff members with our mission and values and acknowledge the contributions that people make through their work.

All recruitment carried out by HIQA is done in an open and transparent manner, in line with the Code of Practice for Appointment to Positions in the Civil Service and Public Service, as set out by the Commission for Public Service Appointments (CPSA).¹ HIQA is committed to providing equal opportunities for all employees and those being considered for employment in line with Employment Equality Acts 1998 - 2015. The pay guidelines governing the pay for Civil and Public sector employees ensures that all pay offered to employees is free from any bias.

A Competency Framework for all HIQA staff provides a foundation to make many of the things we do easier and more consistent, for example in how we define and articulate roles, how we recruit the right people, how we plan development with our staff, and how we provide career options and pathways. These are the things that are and will become increasingly important for building and preparing our teams, engaging people to our organisation and successfully navigating the future.

Since 2015, HIQA has participated in the Excellence Through People Scheme. ETP Certification is a business improvement model for organisations to improve their management, strategies and workplace.² In 2021, HIQA received a Platinum award, meaning that we achieved an overall score of between 86% and 100% in each section of the model.

HIQA is committed to delivering an employee Wellbeing Programme that supports and enables staff to take more responsibility for their health and wellbeing. The

¹ Commission for Public Service Appointments (CPSA), *Code of Practice for Appointment to Positions in the Civil and Public Service*, Dublin: CPSA; (2022). Available online from:

<https://www.cpsa.ie/codes-of-practice/what-are-the-codes/CPSA-Code-of-Practice-2022.pdf>

² National Standards Authority of Ireland (NSAI), *Excellence Through People Specification*, Dublin: NSAI; (2017). Available online from: <https://www.nsai.ie/images/uploads/excellence-through-people/ETP-1000-2017-Specification.pdf>



intent of the programme is to provide employees with easy access to help them improve their health and wellbeing at work with simple steps and small changes toward a healthier and more active workplace for everybody. The programme incorporates engaging health and wellbeing workshops, seminars, activities and classes under the key headings of Mind, Body and Life. An online wellbeing platform is also available to all staff, making the programme accessible at all times; therefore, supporting colleagues to work around busy work and home-life commitments.

Learning and Development plays a central part in the career of HIQA employees. As well as providing all of the necessary technical training, HIQA delivers a large number of people-focused trainings to all managers and employees. This ensures a solid foundation for a working environment that treats all employees fairly, equally and free from bias.

In reviewing the Gender Pay Gap data we are reporting, we are proud that the figure being reported for the mean hourly pay gap and median hourly pay gap are 2.07% and 1.84% respectively, well within an acceptable range. We also recognise that the gap for male and female colleagues in part-time and fixed-term roles needs to be analysed and may need to be addressed where appropriate.

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.³ 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 employees, 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 2022.⁴

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

³ IBEC, *Mind the gap: An introduction to gender pay gap reporting*, Dublin: IBEC; (2018). Available online from: <https://www.ibec.ie/-/media/documents/ibec-campaigns/campaign---smarter-world/mind-the-gap-an-introduction-to-gender-pay-gap-reporting.pdf>.

⁴ Employment Equality Act 1998 (Section 20a) (Gender Pay Gap Information) Regulations 2022.



percentage of the mean bonus remuneration of employees of the male gender;

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

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

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

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

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

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

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

(k) the respective percentages of all employees 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.⁵

⁵ Employment Equality Act 1998 (Section 20a) (Gender Pay Gap Information) Regulations 2022.



HIQA Gender Pay Gap Data

HIQA Workforce

HIQA's gender pay gap data was captured on the snapshot date of 22 June 2022. At the time the data was collated, there were 345 employees within our organisation:

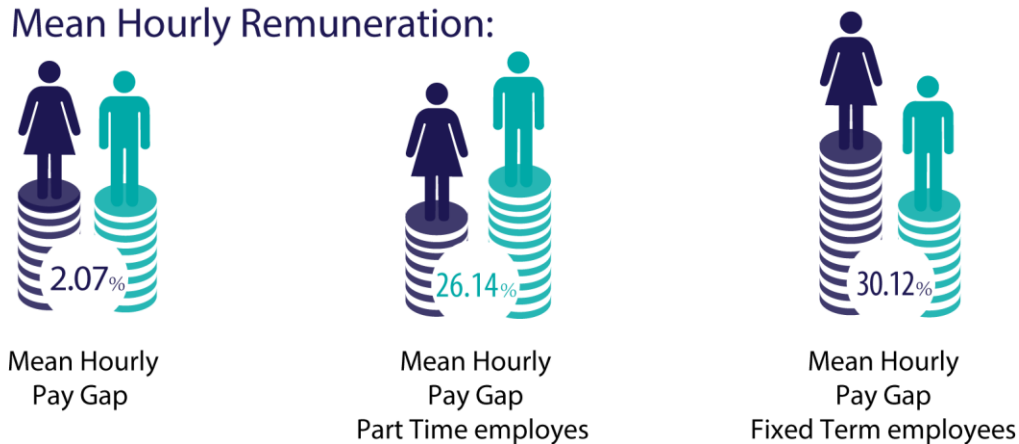
- 256 Females (74%)
- 89 Males (26%)



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 employee.

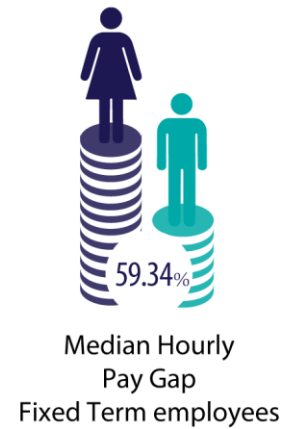
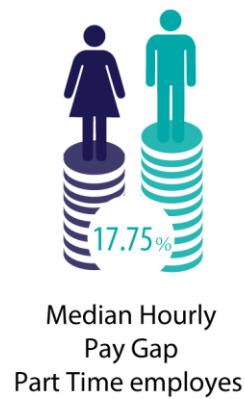
Gap in Mean Hourly Remuneration:



Median pay gap: is calculated by finding the midpoint in all employees' 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:



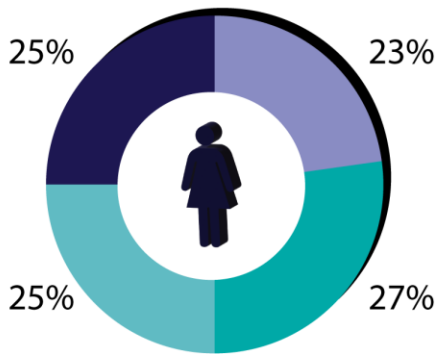
Pay quartiles: a key indicator for the gender pay gap is the composition of the workforce by separate pay quartiles. The pay data is arranged in ascending order from the lowest to the highest salary, and the data is divided into four equal-sized groups.

Our Pay Quartiles				
	Numbers		Percentages	
	Females	Males	Females	Males
Upper quartile	59	24	71%	29%
Upper middle quartile	70	25	74%	26%
Lower middle quartile	64	16	80%	20%
Lower quartile	63	24	72%	28%

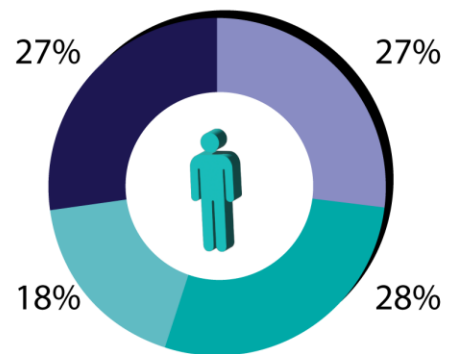
Each quartile represents a quarter or 25% of our total workforce, ranked by pay



Females in Remuneration Quartiles



Males in Remuneration Quartiles



As per Public Sector Guidelines, HIQA does not pay any bonus remuneration, or provide employees 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 any 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.

Many of the qualifications that are required for the work carried out by HIQA are in the health and social care professions. Historically, these professions tend to attract more females than male participants.

HIQA is a relatively small organisation, where one or two outliers can have a big impact on the statistical numbers. Fewer males avail of part-time working, and those that do are at higher grades. HIQA will continue to work to address gaps that emerge from analysis in this area.

Demand on HIQA to support the National COVID-19 Response Plan required us having a larger number of temporary posts in place. We are now addressing this area through the development and execution of a workforce plan.

Leadership and Accountability

We are committed to ensuring fairness, equality and inclusivity for all our people and want them to feel seen and heard. This includes senior management continuing to take responsibility to model and promote gender equality across every level of the organisation.

Our pay approach is based on the principles of consistency, fairness and transparency, supporting the fair treatment and reward of all our people irrespective of gender.

Our Diversity and Inclusion Working Group was established in February 2020 to encourage and support diversity and inclusion in HIQA. Work in this area has been prioritised. Executive management sponsorship and support will be provided to initiatives and work programs in the coming year.

Recruitment and Retention

All recruitment carried out by HIQA is done in an open and transparent manner in line with the Code of Practice for Appointment to Positions in the Civil Service and Public Service as set out by the Commission for Public Service Appointments (CPSA). As a fair and equal employer, we appoint the best candidates during our recruitment campaigns regardless of gender or other protected characteristics. We advertise job roles with transparent pay scales. We will remain committed to monitoring and



refining our approach to ensure all recruitment and promotion processes remain transparent, objective and unbiased.

We will continue to explore how we can attract men into the organisation to create a more even gender balance. To achieve this, our focus is on attracting, recognising and nurturing all diverse talent and making sure no career path is off limits to anyone because of their gender or background.

Talent Management, Leadership and Development

We are committed to supporting our people to grow, develop and reach their full potential. We will continue working towards a more balanced gender representation across all grades and ensure equal access to developmental opportunities including but not limited to mentoring, coaching and leadership development programmes.

We have introduced training for 'Unconscious Bias in the Context of Good Decision Making' for managers and other relevant staff. This will be incorporated into our corporate learning and development catalogue for staff members to consider when creating individual or team development plans.

Workplace Flexibility

We are committed to supporting all staff to achieve an effective balance between work and personal needs, while continuing to meet the needs of the organisation.

We have introduced an Interim Blended Working Policy for all staff members in 2022. We will also continue to raise awareness of parental leave entitlement and flexible working through ongoing training and staff communications. We will encourage equal take up of all flexible working arrangements by ensuring male staff members feel informed and supported to take family leave to enable them to fulfil their caring responsibilities.



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4. National Standards Authority of Ireland (NSAI), *Excellence Through People Specification*, Dublin: NSAI; (2017). Available online from: <https://www.nsai.ie/images/uploads/excellence-through-people/ETP-1000-2017-Specification.pdf>



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