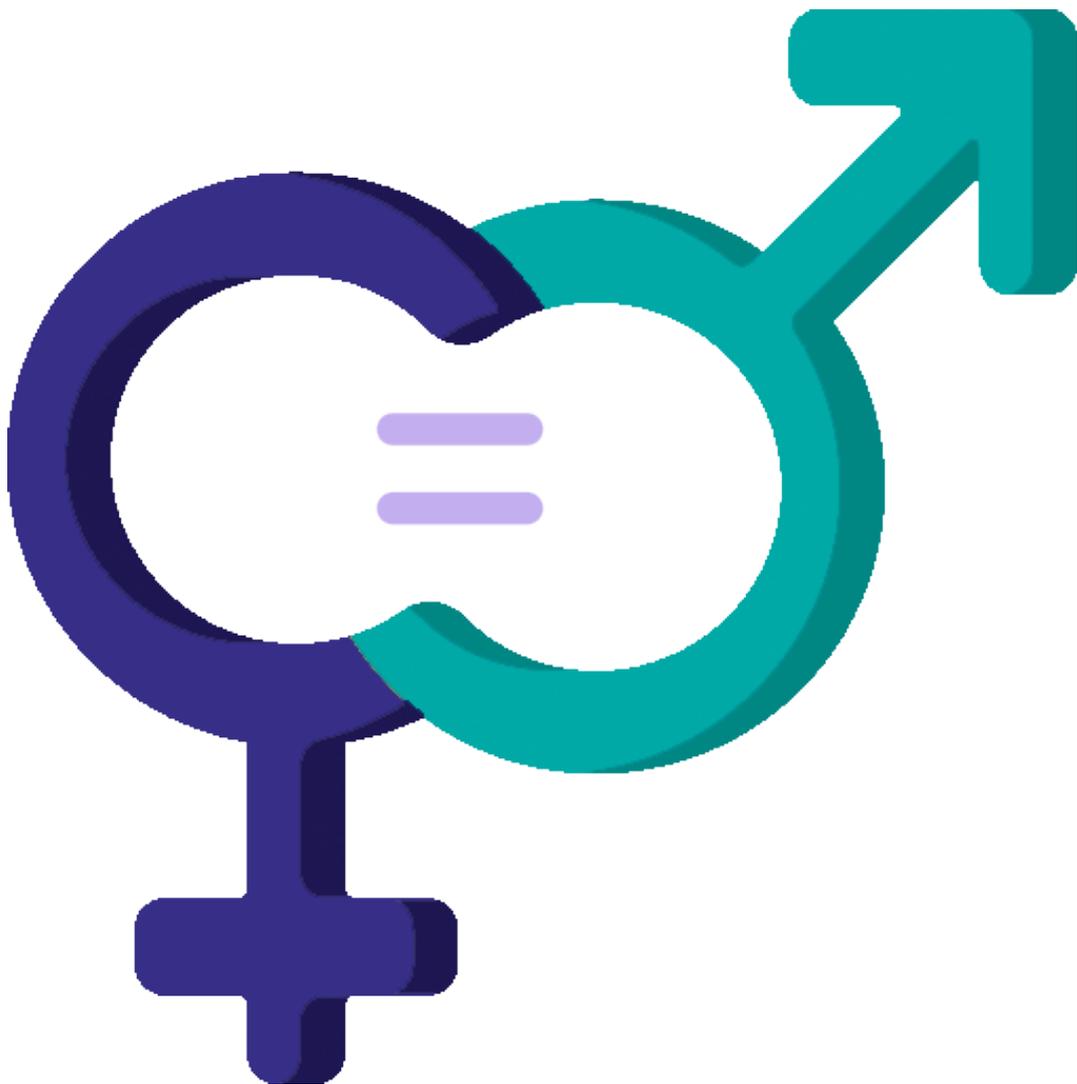




**Health
Information
and Quality
Authority**

An tÚdarás Um Fhaisnéis
agus Cáilíocht Sláinte

GENDER PAY GAP REPORT IN 2024





Contents

Contents.....	2
Introduction.....	3
Overview.....	5
What is the gender pay gap?.....	5
Gender pay gap legislation in Ireland.....	5
HIQA Gender Pay Gap Data.....	7
HIQA Workforce.....	7
Analysis.....	12
Closing our gender pay gap	12



Introduction

The Health Information and Quality Authority's (HIQA's) Gender Pay Gap Report uses 22 June 2024 as its snapshot date, at which point the organisation employed 400 staff members.

This report sets out the employment profile and gender pay gap profile for the period from 23 June 2023 to 22 June 2024. HIQA is reporting a mean gender pay gap of -4.86% in favour of females.

All recruitment in HIQA is done under license from the Commission for Public Service Appointments (CPSA) and is in line with the Code of Practice for Appointment to Positions in the Civil Service and Public Service. Pay is in line with the pay rates set centrally by the Department of Public Expenditure and Reform and as sanctioned by the Department of Health. Pay is defined by grade and pay scale point based on length of service without reference to gender.



About the Health Information and Quality Authority

The Health Information and Quality Authority (HIQA) is an independent statutory body 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.

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 of Social Services 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 permanent international protection accommodation service centres, health services and children’s social services against the national standards. Where necessary, HIQA investigates serious concerns about the health and welfare of people who use health services and children’s social 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, setting standards, evaluating information 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 and social care services, with the Department of Health and the HSE.

Visit www.hiqa.ie for more information.



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 from 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 annually on the following measures, based on a snapshot of pay data on a date in June selected by the organisation:

- (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.

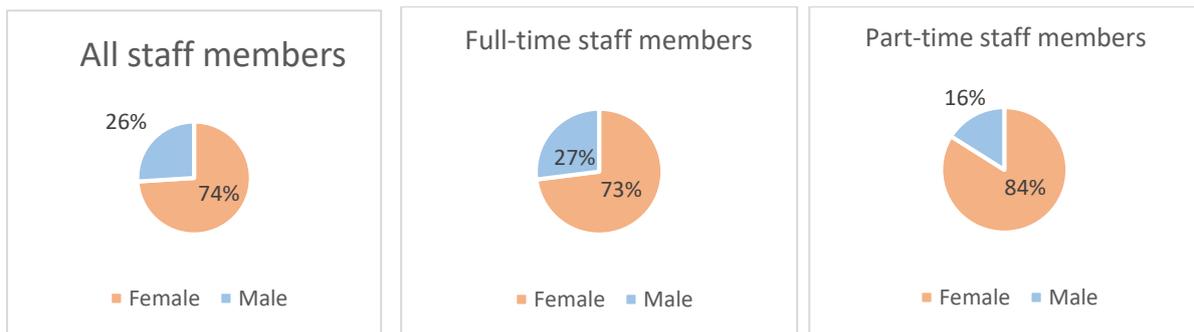


HIQA Gender Pay Gap Data

HIQA Workforce

HIQA's gender pay gap data was captured on the snapshot date of 22 June 2024. At the time the data was collated, there were 400 staff members within our organisation:

- 295 females (74%)
- 105 males (26%)



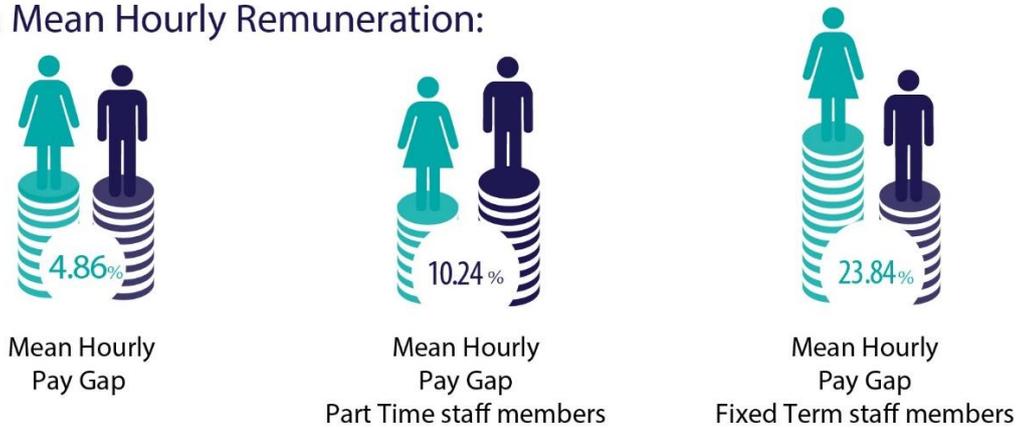
The number of staff members has increased by 14.24% over the period from June 2023 to June 2024 (350 increased to 400), however the percentage of male staff members has decreased from 28% to 26%.



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 staff member.

Gap in Mean Hourly Remuneration:



			2023	2024
Mean	Mean hourly pay gap	Permanent	-4.34%	-4.86%
	Mean hourly pay gap part-time staff members	Part-time	38.72%	10.24%*
	Mean hourly pay gap fixed-term staff members	Fixed-term	-14.03%	-23.84%**

* The number of male staff members availing of part-time work is quite small, so a small difference in numbers will have a big impact on the % difference.

** Many of the sanctions for new roles in 2024 have been for fixed-term staff, which has resulted in the number of fixed-term staff increasing by 70% over the period.

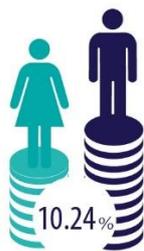
Median pay gap: is calculated by finding the midpoint in all staff members' hourly pay and discarding the lowest and highest rates of pay. In simple terms, it is often described as the 'middle' value of the data set.



Gap in Median Hourly Remuneration:



Median Hourly Pay Gap



Median Hourly Pay Gap
Part Time staff members



Median Hourly Pay Gap
Fixed Term staff members

			2023	2024
Median	Median hourly pay gap	Permanent	-3.92%	-4.03%
	Median hourly pay gap part-time staff members	Part-time	37.57%	10.24%
	Median hourly pay gap fixed-term staff members	Fixed-term	-38.08%	-5.11%

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 quartile during the past two years.

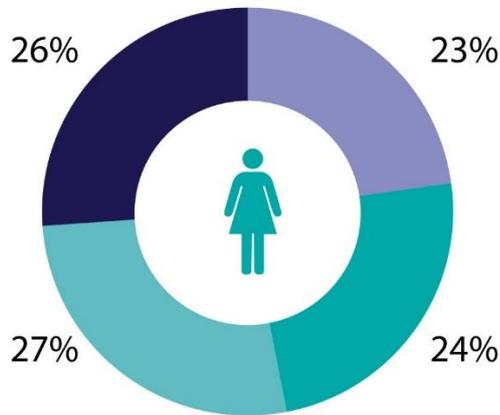
Pay Quartiles				
	2023	2024	2023	2024
	Females	Females	Males	Males
Upper quartile (4)	75%	77%	25%	23%
Upper-middle quartile (3)	79%	80%	21%	20%
Lower-middle quartile (2)	68%	70%	32%	30%
Lower quartile (1)	66%	68%	34%	32%

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

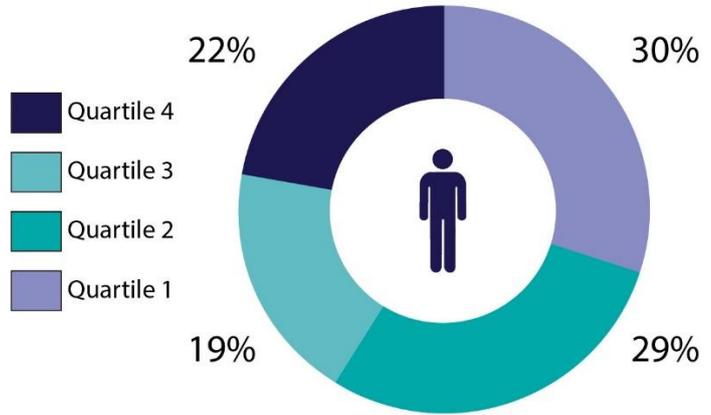


The following charts represent the female/male demographics in each quartile for 2024 data.

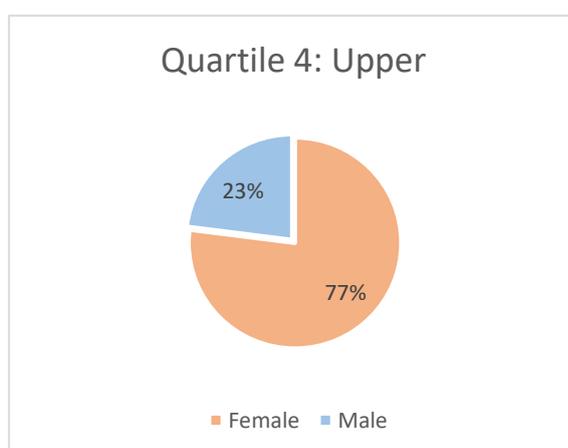
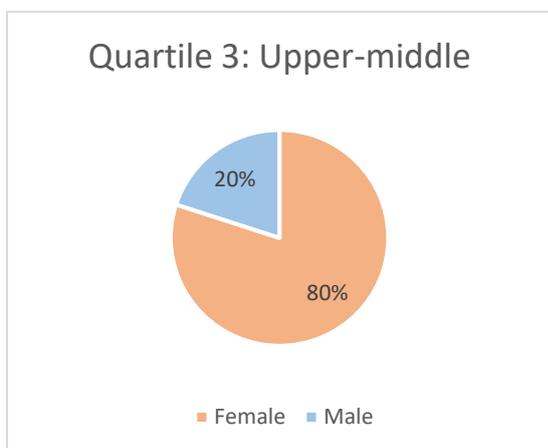
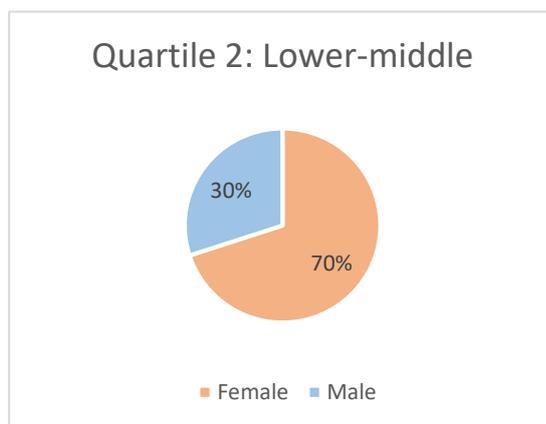
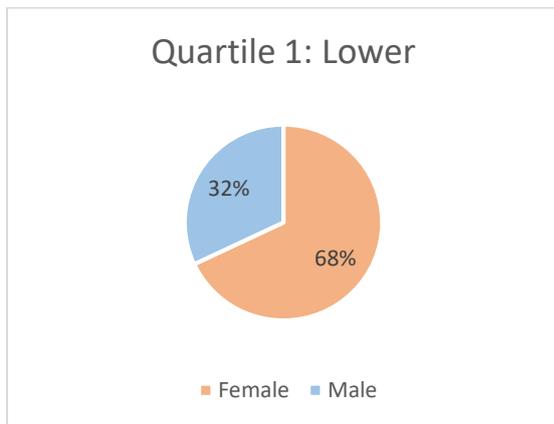
Females in Remuneration Quartiles



Males in Remuneration Quartiles



The overall ratio of female-to-male staff members is 78:22. The ratio in each quartile is as follows:





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.



Analysis

HIQA is committed to equality of pay for all staff members and complies with public sector recruitment and pay guidelines. The gender pay profile is correlated to and impacted by the timing of staff members joining, moving and leaving the organisation as well as the length of service of individual staff members.

While the value of the gender pay gap in the different categories (permanent, part-time, fixed-term) has varied somewhat over the three years that HIQA has been reporting these figures, the profile of where the gap is, has remained the same. That is, females are paid slightly more for permanent and fixed-term positions and males are paid more for part-time positions.

As only a small percentage of HIQA staff members work part-time (4.75%), and of that number only 15% of them are males, the movement of one or two male staff members to or from part-time working can have a significant impact on this number.

Similarly, only 4.25% of our staff have fixed-term contracts, so again a small movement of staff members can have a significant impact on this gap being reported in this category.

The mean gender pay gap for permanent staff members is -4.86% while the median pay gap is -4.03%, both in favour of our female staff members.

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 work to create an inclusive, diverse and equitable organisation by identifying and acting on ongoing feedback and harnessing opportunities that enable meaningful change.

During this reporting period, HIQA conducted both an independent Employee Engagement Survey and an Organisational Culture Review. Both activities had very high staff member engagement rates. The results from both programmes of work, while positive overall, provided learnings and areas for improvement. With these findings in focus, HIQA is currently in the process of developing a new People and Culture Strategy 2025–2028.

Following on from the review of our Blended Working Model which was conducted during the second half of 2023, HIQA updated its model to reflect the feedback from staff members in relation to aspects of the model that required some improvement. The introduction of the Working Life Balance and Miscellaneous Provisions Act 2023



further enhanced staff members' right to request flexible and or remote working in specific areas, and HIQA has fully embraced this legislation.

There is a comprehensive wellbeing programme, including an employee assistance programme, an occupational health service available to all staff members, and an active wellbeing ambassador committee.

While the percentage of part-time staff remains low, the percentage of staff members availing of parental leave is 14.5%, and the profile of this parental leave is typically to take leave on a weekly basis. The number of staff members availing of a shorter working year is also significant at 11%.



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Published by the Health Information and Quality Authority (HIQA).

For further information please contact:
Health Information and Quality Authority
George's Court, George's Lane
Smithfield, Dublin 7
D07 E98Y

+353 (0)1 8147400
info@hiqa.ie
www.hiqa.ie

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