Ireland Gender Pay Gap

This report is for Centric Health Primary Care Ireland Limited

Dear Colleagues,

Please find the details relating to our June 2024 Gender Pay Gap Report.

The gender pay gap is the difference in the average hourly wage of men and women across the workforce and across all departments.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with over 250 employees were being asked to report on their Gender Pay Gap for the first time in 2024 and to subsequently publish these results yearly.

Our gender pay gap report is enclosed to give you a greater understanding of where Centric Health stands in the Irish market.

Gender Pay Report

We are satisfied that the business operates in a fair manner regarding renumeration of all employees based on the results that we are presenting in this report.

We are immensely proud of our employees and are fully supportive of measures to minimise any Gender Pay Gap.

What are we reporting on?

This report shows the gap in men's and women's average hourly pay, as well as bonus % across Centric Health, and those working full-time, part-time and casual. This is based on both mean (average) and medium (midpoint) figures. This report includes an additional section showing the percentage of males and females divided into four quartiles from lowest to highest pay.

Our Results

Looking at the drivers of our data, the structure of our workforce is a major contributing factor to the differences in pay. We have a higher percentage of women in less technical roles and/or in administrative roles as well as a higher percentage of women in casual and part-time contracts while overall a much higher relative proportion of men are in senior roles. The combination of these factors means that the roles occupied by the genders are not comparable in seniority, skills, and/or experience.

It is important to note that our GP Partner Doctors are not required to be reported in this report however as they are fundamental to how Centric Health is organised and operates, we believe that it is beneficial and relevant to include an additional section within our internal report.

Employee Stats (2024)	
83.49%	Female Employees
16.51%	Male Employees

Contract Types – All (2024)	
8.39%	As & When Contract – 7% Female / 1.38% Male
62.78%	Part Time Contract – 54.09% Female / 8.67% Male
28.83%	Full Time Contract – 22.28% Female / 6.58% Male

Mean & Median – Administrative (2024)	
Female	13.79% higher in Hourly Mean
Female	57.32% higher in Hourly Median

Mean & Median – **Doctor** (2024)	
Female	3.21% lower in Hourly Mean
Female	Neutral % in Hourly Median

Mean & Median – Nurse (2024)	
Female	Neutral % in Hourly Mean
Female	Neutral % in Hourly Median

Mean & Median – PCA (2024)	
Female	Neutral % in Hourly Mean
Female	Neutral % in Hourly Median

Mean & Median – Support (2024)	
Female	41.78% lower in Hourly Mean
Female	40.97% lower in Hourly Median

Mean & Median – All Doctors *(including Partner GPs)* (2024)	
Female	0.93% higher in Hourly Mean
Female	19.23% lower in Hourly Median

Bonus Structure (2024)
♀ 9% of all Females receive a bonus
♂ 5.42% of all Males receive a bonus

Centric Health's approach to Inclusivity and Diversity

While there is a gap in certain areas, this is something that the business will work to narrow. It is important to note that these figures do not measure whether men and women receive comparable pay for comparable work.

We will continue to prioritise pay equity for all in Centric Health, in line with a pay-for-performance framework to best support Centric Health's culture.

At Centric Health, we are a diverse and multicultural organisation, we value, include, and learn from people across genders and backgrounds. We strive on creating an inclusive workplace and thank you for your support in helping us do so.

If you have any ideas on how Centric Health can better create an inclusive workforce, please do not hesitate to contact HR.