Ireland Gender Pay Gap

This report is for Centric Health Primary Care Ireland Limited.

Dear Colleagues,

Please find the details relating to our June 2023 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 2022 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 Centric Health operates in a fair manner in regard to the remuneration of all employees. Note that our GP Partners are not employees.

We are immensely proud of all our team throughout the organisation and are fully supportive of measures to close any Gender Pay Gap that might exist.

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 (2023)
83.2% Female Employees
16.8% Male Employees

Contract Types – All (2023)
7.34% As & When Contract – 6.2% Female / 1.7% Male
68.24% Part Time Contract – 53.4% Female / 5.9% Male
24.42% Full Time Contract – 23.6% Female / 9.2% Male

Mean & Median – Administrative (2023)	
Female	5.37% more in Hourly Mean
Female	14.28% more in Hourly Median

Mean & Median – Doctor (2023)	
Female	3.21% lower in Hourly Mean
Female	Neutral % in Hourly Median

Mean & Median – Other (Facilities Support) (2023)	
Female	8.04% more in Hourly Mean
Female	8.3% more in Hourly Median

Mean & Median – Nurse (2023)	
Female	20.07% more in Hourly Mean
Female	17.82% more in Hourly Median

Mean & Median – Support (2023)	
Female	37.94% lower in Hourly Mean
Female	21.61% lower in Hourly Median

Bonus Structure (2023)
♀ 6.21% of all Female (86.37% total) receive a bonus
♂ 1.84% of all Male (13.63% total) receive a bonus

Percentage of Females and Males (2023)	
Lowest Renumeration	94.49% Female - 5.51% Male
Lowest Middle Renumeration	98.34% Female – 1.66% Male
Upper Middle Renumeration	61.98% Female – 38.02% Male
Upper Remuneration	20% Female – 80% Male

Mean & Median – Partner Doctors (2023)	
Female	13% more in Hourly Mean
Female	4.75% lower in Hourly Median

Centric Health 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.