Dear Colleagues,

I am writing to you because we have conducted our 2022 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 are being asked to report on their Gender Pay Gap for the first time in 2022.

I want to share details of our gender pay gap report to give you a greater understanding of where Centric Health stands in the Irish market.

This report includes all employees in Centric Health Ireland *(which doesn't include any Partners as they are not employees).*



Gender Pay Report

We are satisfied that the business operates in a fair manner in regard to 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 and women's average hourly pay, as well as the number of people eligible to receive a bonus across Centric Health, and those working full time, part time and casual. This is based on both mean (average) and median (midpoint) figures.

Our Results

Looking at the drivers of our data, the structure of our workforce is a major contributing factor to the differences in pay and accordingly we believe it is more appropriate to disclose by job category rather than in aggregate for the whole organisation as we believe that would be misleading.

As the results highlight, currently the only area highlighting a discrepancy is among the Support teams which are made up of a number of different disciplines with differing associated levels of qualifications and experience which mean that the roles in this category are not directly comparable from a pay perspective.

Employee Stats (2022)
86.37% Female Employees
13.63% Male Employees

Contract Types – All (2022)
7.34% As & When Contract – 5.87% Female / 1.47% Male
68.24% Part Time Contract – 61% Female / 7.24% Male
24.42% Full Time Contract – 19.50% Female / 4.92% Male

Mean & Median – Administrative (2022)	
Female	9.5% more in Hourly Mean
Female	5.9% more in Hourly Median

Mean & Median – Doctor (2022)	
Female	1.4% lower in Hourly Mean
Female	Neutral % in Hourly Median

Mean & Median – Other (Facilities Support) (2022)	
Female	7.5% more in Hourly Mean
Female	8.3% more in Hourly Median

Mean & Median – Nurse (2022)	
Female	21.6% more in Hourly Mean
Female	20.0% more in Hourly Median

Mean & Median – PCA (2022)	
Female	3.3% lower in Hourly Mean
Female	Neutral % in Hourly Median

Mean & Median – Support (2022)	
Female	21.0% lower in Hourly Mean
Female	25.9% lower in Hourly Median

Bonus Structure (2022)
♀ 10.08% of all Females (86.37% of total employees) receive a bonus
♂ 14.91% of all Males (13.63% of total employees) receive a bonus

Centric Health approach to inclusivity and diversity

We will continue to prioritise pay equity for all employees 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 to create an inclusive workplace and thank you for your support in helping us do so.

For ideas on how Centric Health can do better to create a more inclusive workforce, please do not hesitate to contact HR with your ideas and suggestions.