



HICKEY'S PHARMACY

21/12/2022

# Gender Pay Gap Report 2022



# HICKEY'S PHARMACY GROUP LIMITED

Hickey's Pharmacy is an Irish-owned Community Pharmacy Group providing expert healthcare advice for over 25 years.

Hickey's Pharmacy plays an integral role in the communities we serve, working alongside GP's and other healthcare professionals.

At the heart of everything we do are our Core Values:

- Caring for our Customers above all else
- Always doing what we say we'll do
- Always Professional
- Ambitious in everything we do
- Teamwork

On 1st December 2020, Uniphar Group completed the purchase of the Hickey's Pharmacy Group Limited.

At Hickey's Pharmacy our people are our most valuable asset. Our aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well. We embrace and encourage the differences that make our employees unique.

Hickey's Pharmacy Group Limited was acquired by Uniphar Group in December 2020. Since the acquisition of Hickey's Pharmacy Group Limited, Uniphar launched its first ever global Equity, Diversity & Inclusion (ED&I) Policy in 2021 and in 2022, we have taken the first steps in our ED&I journey with the launch of Employee Resource Groups including the Women's Alliance and Rainbow Alliance. From a work-life balance perspective, in recognition of the varied needs of our employees, we utilise our flexible working practices where possible. More recently, Uniphar has been named the *Irish Times Company of The Year* for 2021.

# GENDER PAY GAP REPORTING REGULATION

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

The legislation applies to entities employing more than 250 employees on a selected 'snapshot date' in 2022. This will apply to entities employing more than 150 employees by end 2024 and more than 50 employees by end 2025

The new regulation, effective 2022, requires the annual reporting by 31<sup>st</sup> December of data on the remuneration and bonus paid to males and females, and the differences in their hourly remuneration.

The full detail on gender pay gap reporting in the Republic of Ireland can be found at the below link:

[The Employment Equality Act 1998 \(section 20A\)\(Gender Pay Gap Information\) Regulations 2022](#)

## Metrics To Be Reported

### Total Hourly remuneration of females vs males

- Mean Pay Gap
- Median Pay Gap

(The mean and median pay gap of temporary and part-time employees is also required to be reported)

### Bonus Pay of females vs males

- Mean Bonus Pay Gap
- Median Bonus Pay Gap

### Remuneration Quartiles

Organise total remuneration from highest to lowest earner, allocate to quartiles and report proportion of women and men in each quartile of earnings

### Bonus/BIK Participation

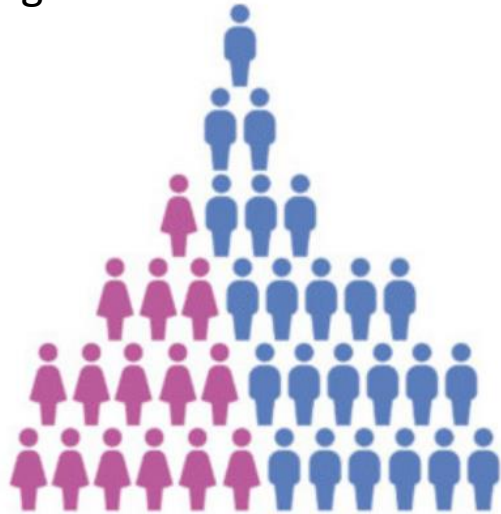
Proportion of women and men in receipt of a bonus payment  
Proportion of women and men in receipt of BIK

# UNDERSTANDING PAY GAP REPORTING

What is the difference between equal pay and a gender pay gap?

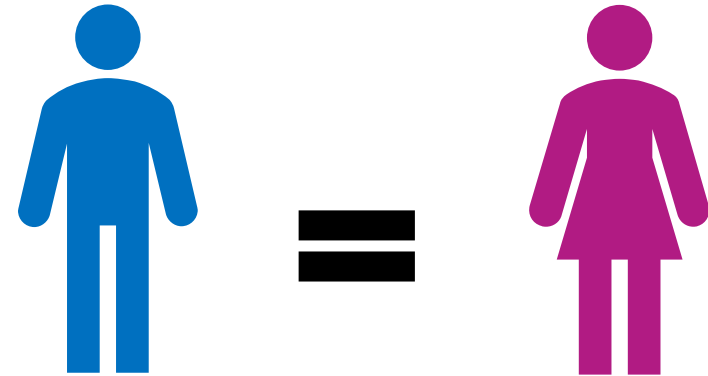
## What is a gender pay gap?

A gender pay gap measures the difference between the mean earnings of all women and men across the business, irrespective of the work they do, expressed as a percentage of men's earnings.



## Equal Pay

Equal pay for equal work relates to paying males and females equally for like work, work of equal value and work rated as equivalent.



A gender pay gap is different from equal pay.

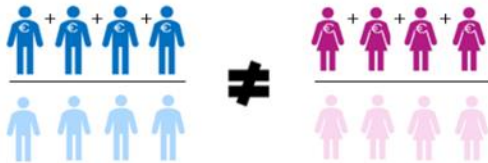
# UNDERSTANDING PAY GAP REPORTING

## How are the median and mean pay gaps calculated?

### What is the mean?

The mean is the average of a range of numbers.

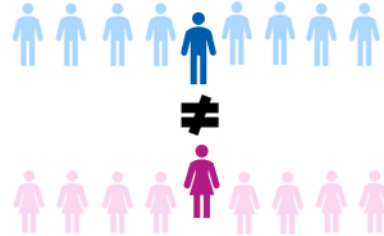
**Mean pay gap** – If we add together all the hourly remuneration of male colleagues and calculate the average and do the same for female colleagues, the mean pay gap (as a percentage) is the difference in pay between the average male and female hourly remuneration.



### What is the median?

The median is the middle point of a range of numbers when ranked from highest to lowest.

**Median pay gap** – If all our male colleagues stood in a line in order of lowest to highest hourly remuneration and all females did the same, the median pay gap (as a percentage) is the difference in pay between the middle colleague on the male line and the middle colleague on the female line.



### Gender Pay Gap Definitions

**Hourly pay** - Hourly pay is calculated by adding together all elements of ordinary pay and bonus payments in a reference period and dividing total remuneration by the number of hours worked in the reference period.

**Ordinary pay** - Ordinary pay includes base pay, overtime, allowances and paid leaves.

**Bonus pay** - The cash value and equivalent cash value of any bonus payments made in the reference period.

**Reference period** - The reference period for 2022 Gender Pay Gap reporting is 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022.

### How is the bonus gap calculated?

The mean and median bonus gaps are calculated in the same way as the gender pay gaps. However, this time we use the actual bonus paid to colleagues. We also report the number of male and female colleagues receiving a bonus (as a percentage of the total male and female population).




### How are the pay quartiles calculated?

Pay quartiles are calculated by dividing all hourly remuneration paid across the business, from lowest to highest, into four equal sized groups of colleagues and calculating the percentage of males and females in each.

# OUR 2022 RESULTS

We strive to ensure that our policies, structures and working practices uphold our values at Hickey’s Pharmacy Group Limited. We pay equal pay for equal work, and our analysis shows that men and women are paid comparable salaries. Our gender pay gap figures are driven by a number of structural and industry factors in our workforce:

- As a retail pharmacy company, and in common with the industry in general, we attract a higher proportion of females into front-line retail pharmacy roles. These roles are competitively paid and reflect the salary norms of the retail pharmacy environment. In addition, these roles are typically lower paid than Pharmacist roles within industry.
- Healthcare Assistant and Pharmacy Technician roles, which account for almost three quarters of the population in the business, attracts more females, many of whom choose to avail of part-time and flexible working opportunities.
- The gender split in the Managing/Supervising Pharmacist roles is more balanced. These roles attract higher salaries due to the level of qualification and experience required. Candidate pools for these roles are confined to a specific population as due to the nature of PSI regulations, access to these roles is restricted to those who hold a very specific qualification and have a minimum level of qualifying experience.



Headcount			
Headcount	35	295	330
Total Headcount %	11%	89%	100%
Healthcare Assistants %	6%	94%	100%
Pharmacy Technicians %	9%	91%	100%
Spv/Mng Pharmacists %	42%	58%	100%

The overall mean Gender Pay Gap is 37%, with a median Gender Pay Gap of 55.7%. Females occupy 58% of roles at the highest level of the organisation. However as a significant majority of front-line retail pharmacy roles are occupied by females, this influences the mean pay gap between males and females in the organisation. This is reflected across both our permanent and temporary workforce. For those in part-time roles we see the mean gap reduce to 11% and the median reduce to 3.2%.

**“Females occupy 58% of roles at the highest level of the organisation.”**

The overall mean Bonus Gap is 25.4% with no median bonus gap. 63% of Females were in receipt of a bonus payment compared to 66% of males in receipt of bonus payments. Nine out of the top ten highest incentive bonus payments were made to females in pharmacist roles. The mean bonus gap is a reflection of the high female representation in Healthcare Assistant and Pharmacy Technician roles where a high volume of employees were rewarded through fixed recognition payments under the small benefits exemption within the relevant reference period.





**“Nine out of the top ten highest incentive bonus payments were made to females in pharmacist roles.”**

Remuneration Quartile Pay Band		
Lower Quartile	7.2%	92.8%
Lower Middle Quartile	4.9%	95.1%
Upper Middle Quartile	8.5%	91.5%
Upper Quartile	21.7%	78.3%

The analysis on pay quartiles is in line with expectations given the demographic spread across job roles within the organisation.





## Pay Gap Results

### Gender Pay Gap



Mean  37%  Median  55.7% 

For Temporary Employees the overall mean and median gender pay gap is 33.3% and 34.4% respectively. For Part-Time Employees we see the mean pay gap reduce to 11% and the median pay gap reduce to 3.2%.

### Bonus Gap



Mean  25.4%  Median  0% 

### % Employees in Receipt of Bonus

 66%  63%

63% of Females were in receipt of a bonus payment compared to 66% of males in receipt of bonus payments.

### % Employees in Receipt of BIK

 2.9%  3.1%

The numbers above show that approximately equal numbers of males and females received a BIK.

# ADDRESSING OUR GENDER PAY GAP

We are committed to supporting and inspiring all team members across the business to reach their full potential. We recognize that it may take some time to see a reduction in the gap, however there are actions that the business is taking which can have a positive impact on the gap.

As we believe the gender pay gap is driven largely by our demographics in certain job roles, we will continue to monitor developments in relation to gender balance within our retail pharmacy roles and as we do so, the following actions have been taken, or are being taken to enhance our opportunity to address the gap:

What we have done so far	What we will be doing
<ul style="list-style-type: none"><li>➤ Launched Uniphar ED&amp;I Policy.</li><li>➤ Launched Women's Alliance and Rainbow Alliance Employee Resource Groups.</li><li>➤ Extended company pension plan to Hickey's Pharmacy Group employees to improve overall internal talent retention and our attractiveness to a broad and diverse external candidate pool</li><li>➤ Utilised Flexible Working practices where possible to meet the varied needs of our employees from a work-life balance perspective</li></ul>	<ul style="list-style-type: none"><li>➤ Promote company ED&amp;I Policy and Employee Resource Groups to enhance employee awareness and allyship.</li><li>➤ Roll out of ED&amp;I awareness training to our employees.</li><li>➤ Develop a recruitment policy and consistent recruitment practices which incorporate our ED&amp;I principles.</li><li>➤ Build a talent development framework to develop a diverse pipeline for key roles.</li><li>➤ Utilize newly launched HRIS system to evaluate business analytics and management information through a diversity lens.</li></ul>