



Mercy University Hospital

Gender Pay Gap Report 2025

Introduction to Gender Pay Gap Reporting

This report is based on legal gender categories. We acknowledge that our people may identify differently.

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics as follows;

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females in receipt of BIK elements of remuneration
- Proportion of males and females by quartile pay band identification

Changes in legislation has lowered the employee threshold from the original 250 such that as of 2025, all Irish companies with 50 or more employees are required to publish a Gender Pay Gap Report.

Organizations are asked to select a 'snapshot' date for any such date in June. The reporting will be based on the employees in an organization on this date. Organizations then have up to six months to prepare their calculations before the reporting deadline which is set at six months following the snapshot date. Calculations are then based on calculations to be based on those employees' remuneration for the 12 month period that precedes the snapshot date.

Our snapshot date was June 30th 2024. This will directly compare to last year's "snapshot" date of June 30th 2025.

Gender Pay Gap vs Equal Pay

The Gender Pay Gap is the difference in average pay for men and women across an organisation. This is different to equal pay which is the right for men and women to be paid the same when doing the same or similar work.

DEFINITIONS

Mean

The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

Median

The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rates for the middle woman compared to that of the middle man. As the mean can be skewed by outliers, it's important to consider the median alongside the mean for accurate analysis.

Basic Hourly Rate

Total Earned (both Ordinary Pay and Bonus) / Hours worked.

Ordinary Pay

This includes the normal salary paid to the employee, allowances, over time, shift premiums.

Bonus

Average bonus earned in the previous 12 months – this includes bonus payments in the form of money and vouchers and relate to productivity, performance, incentive or commission.

Quartiles

In order to group employees into quartile pay bands, the employer must create a ranking of employees based on their hourly remuneration from lowest to highest. This is then divided into quartiles: lower, lower middle, upper middle and upper. The employer then needs to express the proportion of male and female employees in each quartile as a percentage e.g. percentage of male employees in the lower quartile and percentage of female employees in the lower quartile.

Benefit in Kind (BIK)

Includes any non-cash benefit of monetary value provided to an employee – such as a company car.

MERCY UNIVERSITY HOSPITAL 2025

Hourly Rate

Mean 40.5%

Median 0.83%

Bonus

Mean 0.0%

Median 0.0%

Hourly Rate Part Time

Mean -17.07%

Median -29.58%

BIK Paid

Male 2.84%

Female 1.02%

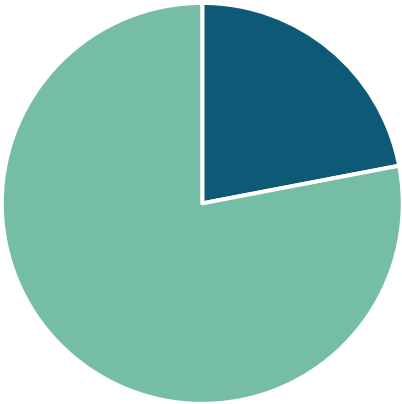
COMPARISON TO PREVIOUS YEARS

	Hourly Rate		Hourly Rate Part Time		Bonus		BIK	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
2022	25.17%	0.49%	24.14%	-22.52%	0%	0%	3.32%	0.48%
2023	24.14%	0.08%	7.79%	-31.52%	0%	0%	1.34%	0.07%
2024	28.33%	2.89%	10.75%	-25.05%	0%	0%	4.23%	0.80%
2025	40.5%	0.83%	-17.07%	-29.58%	0%	0%	2.84%	1.02%

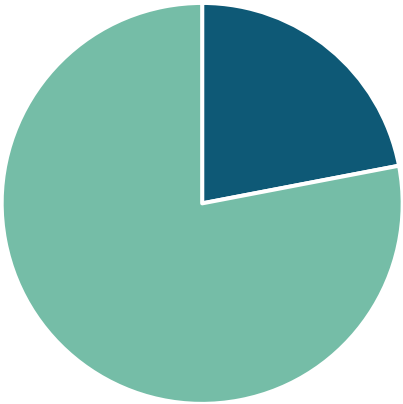
MERCY UNIVERSITY HOSPITAL - QUARTILES

■ Male
■ Female

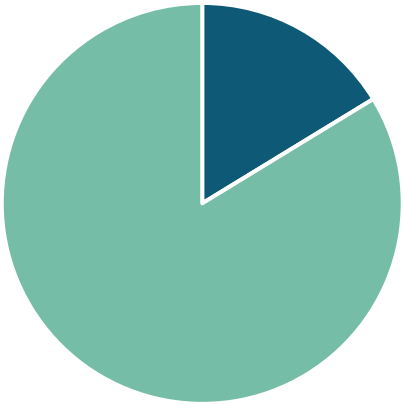
Lower Q1



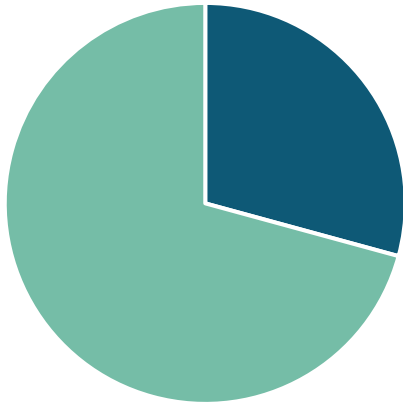
Lower Middle Q2



Upper Middle Q3



Upper Q4



2025

Male	Female
21.99%	78.01%

Male	Female
21.99%	78.01%

Male	Female
16.28%	83.72%

Male	Female
29.24%	70.76%

2024

Male	Female
19.05%	80.95%

Male	Female
22.5%	77.5%

Male	Female
15.45%	84.55%

Male	Female
27.78%	71.14%

2023

Male	Female
22.17%	77.83%

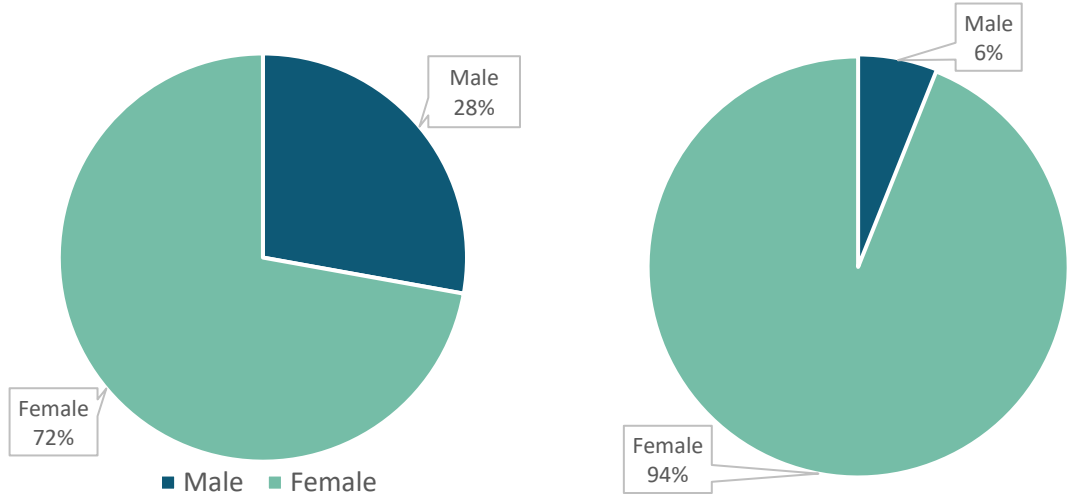
Male	Female
20.37%	79.63%

Male	Female
15.74%	84.26%

Male	Female
27.78%	72.22%

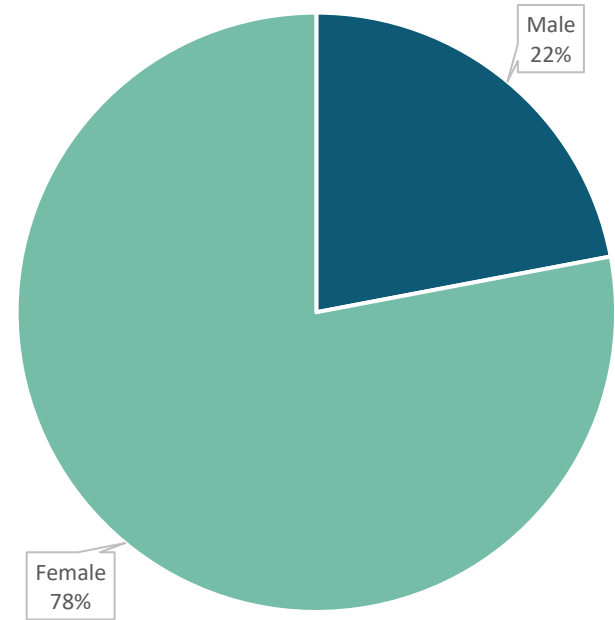
MERCY UNIVERSITY HOSPITAL TOTAL EMPLOYMENT

Total Active Employees as of snapshot date 30th June 2025 : **1,735**



	Full-Time	Part-Time
Male	323	23
Female	879	428
	1202	451

Employee Breakdown



Employees by Gender 2025	
Male	382
Female	1,353

Commentary

- The Mercy University Hospital (MUH) has a predominantly female workforce at 78%, which has remained consistent over the years. The proportion of female staff members in comparison to their male counterparts remains higher in all sectors except Medical.
- 72% of full-time staff and 94% of the part-time in the MUH are female.
- The mean hourly rate has grown to 40.5% higher for full-time male employees whereas the median hourly rate is decreased to 0.83% higher for full-time male employees. The mean hourly rate for part-time employees is 17.07% higher for female employees and similarly the median hourly rate of 29.58% for female employees.
- Amongst full time staff, the overall gap in this area is likely owing to the variance in the gender profile across these staff categories, particularly in Medical and other specialist areas associated with the higher pay scales.
- The Medical staff category remains the sole category in which there is a higher proportion of male employees compared to female (54.5% vs 45.5%). This remained consistent with 2024. Within the consultant cohort, the proportion of male to female consultants has reduced to 66% vs 34% which could be a factor in the reduction in the median pay gap from 2.89% higher for male employees in 2024 to the median gap of 0.83% in 2025.

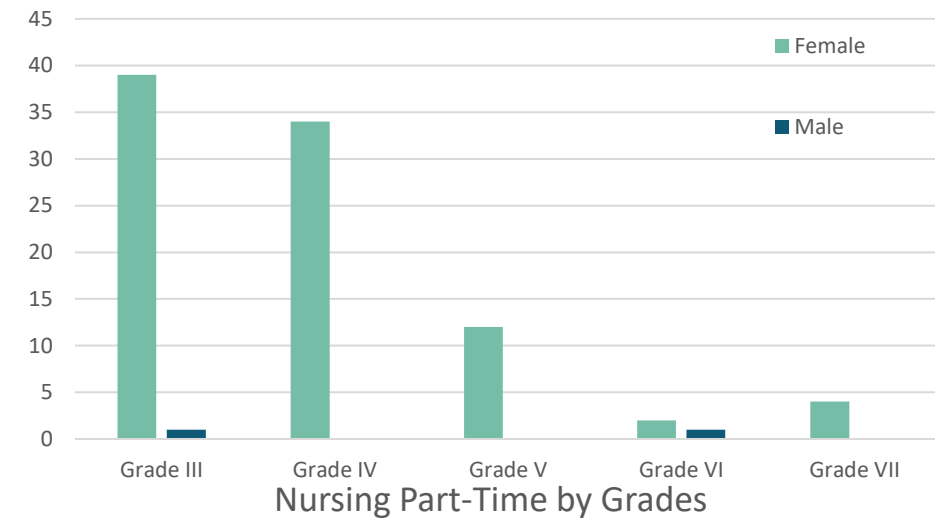
Commentary

26.7% of the MUH's workforce in 2025 was part-time (463), with 94% of this group being female. This remained consistent with previous years. In fact, the number of part-time employees increased from 2024 (451 by 463). The MUH actively support women in returning to work following maternity leave and flexible work arrangements are part of this approach, as evidenced by the part-time ratios.

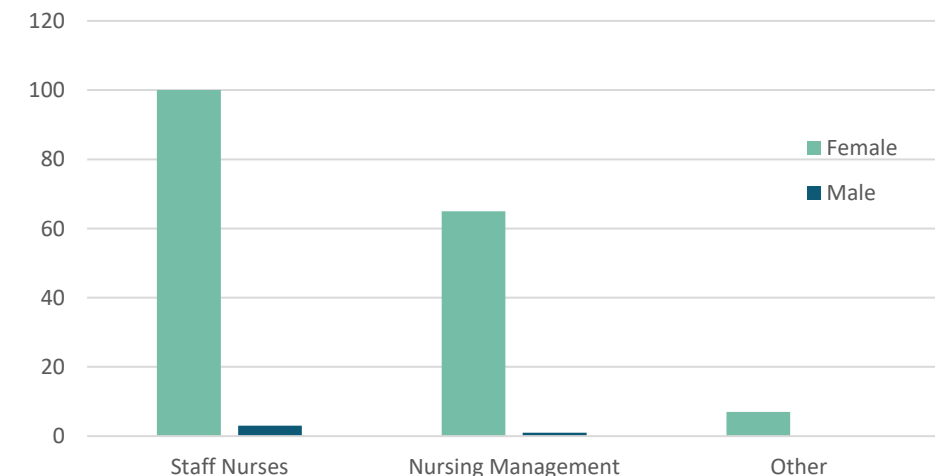
The MUH has seen a swing in the gender pay gap reporting in 2025 when compared to previous years, with the mean hourly rate for part-time employees being 17.07% higher for female employees . This indicates more women in higher paid and more senior roles choosing to avail of part-time flexible working.

Looking at Nursing, there was an increase in the percentage of Nursing Management grades working part-time (38% in 2025 vs 36%).

Management / Admin Part-Time by Grades



Nursing Part-Time by Grades



What the Mercy University Hospital is doing to address the Gender Pay Gap

As an equal opportunity employer, the MUH strives to continuously improve gender pay parity. The MUH are compliant with the Department of Health Consolidated Pay Scales, which ensures equal pay between our male and female staff; all staff are paid according to experience and length of service irrespective of gender.

The MUH's recruitment and selection policies and practices operate in accordance with the Commission for Public Service Code of Practice for appointments made to the Civil and Public Service.

In 2025, the MUH launched a comprehensive Dignity, Equality and Inclusion (DEI) policy aimed at promoting equality for all staff. This policy will be supported in 2026 with dedicated training courses on DEI to be held for staff and managers alike.

The MUH are dedicated to supporting the wellbeing of all staff throughout the hospital and our efforts in this area were recognised when the MUH were awarded the KeepWell Accreditation from IBEC. Employee engagement remained a priority in 2025, with the first implementation of an Employee Engagement Survey.

These will be in addition to a number of leadership trainings offered to develop managers with skills to lead and grow their teams in a supportive environment such as Managing People Skills, Coaching and Performance Achievement.