



The National Maternity Hospital

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Gender Pay Gap Report 2025





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Definitions and Abbreviations

- Gender Pay Gap - GPG
- National Maternity Hospital – NMH
- Clinical Staff – All employees who operate within a clinical roles within the NMH, such as Consultants, Non-consultant hospital doctors(NCHD's), midwives, nurses, health care professionals
- Non-Clinical Staff – All employees who operate within support roles within the NMH, such as Administrators, Porters, Catering, Household, Multi-Task attendees etc.
- Social Care Professionals – All employees who operates in support of clinical roles within the NMH and form part of the wider multi-disciplinary team, such as Dieticians, Psychologists, Radiographers, Physiotherapists, Social Workers, Laboratory Aides and Medical Scientists.
- Permanent Employee's – those on a contract of employment that are permanent and pensionable.
- Part-Time Employee's – those who work less than the whole time equivalent of the role.
- HSE Salary Scales – Graded Salary scales as required by the DPER for all HSE employees.
- Department of Public Expenditure and Reform - DPER.
- Hourly Paid Workers – Workers of a casual nature engaged as required by the NMH, such as contractors.
- Ordinary Pay – includes basic pay and any shift premiums, pay for leave, allowances and overtime pay.
- Reporting Year – The GPG reporting year is the 12 months encompassing the snapshot date. All calculation are completed for the reporting year 2025.
- Snapshot date – the NMH snapshot date is the 28th June 2025, on which the data for the GPG report was taken for 2025.

GPG Reporting Year Pay: this is defined as the sum of

- Ordinary pay (as defined by hourly rate as it aligns to DPER HSE salary scales)
- Bonus Pay- (the NMH does not issue bonus pay)

Median GPG

Median(male Hourly rate of pay) –Median (female hourly rate of pay)

Median (male hourly rates of pay)

The median is the difference between the hourly pay of the median male and the hourly rate of the median female e.g the male or female who is in the middle of a list of hourly pay ordered from highest to lowest. If there is an odd number of results, the median is the middle number. Medians are useful to indicate the typical situation. However this means that they can fail to pick up some GPG



issues, they may also fail to pick up where issues are pronounced within the higher or lower paid employee's.

Mean GPG

For calculation purposed this is expressed as:

Mean(male Hourly rate of pay) –Mean (female hourly rate of pay)

Mean (male hourly rates of pay)

The Mean Gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of males, and the mean hourly pay of females. A mean (average) involves adding up all the figures and dividing the result by the number of figures in the list. It is useful as it places the same value on every number they use, to give a good overall indication of the GPG.



Executive Summary

- **What is the legislation: The legislation-** The Gender Pay Gap Information Act 2021 and Regulations 2022. Reporting obligation for organisations with over 250 employees. This threshold will reduce within two years to include employers with 150 employees from 2024, and finally to those with 50 employees or more in the following year. It impacts on both public and private sector employers.
- **What is the gender pay gap:** this is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women: not just those in the same jobs, with the same working patterns or the same competencies qualifications or experience - not just men and women doing the same job, or with the same experience or working pattern.
- **What is it's aim:** its aim is to address gender gaps in the workplace and barriers to the full socio-economic equitability of women. The roots of the gender pay gap are multiple and nuanced. Pay disparity, as measured by the gender pay gap, is not just an organisation level issue, but is rather symptomatic of how we think of men, women and gender, and how society has evolved over time. There are several complex factors that typically lead to a gender pay gap, and often these causes are interrelated.
- **What is the GPG gap for 2024:** The NMH's 2025 GPG is 14.48% based on the Mean hourly rate and -22.74% based on the Median hourly rate, this calculation includes all NMH employees regardless of their status (i.e. permanent, full-time, Part-time, contractors, hourly paid). For contracted employees only the GPG is 6.70% Mean and -12.39% Median.
- **Part-time employees have the highest GPG:** The NMH's 2024 GPG is -29.32% Mean and -66.62% Median, for part-time employees.



Tables & Figures

Table 1 - Overview of Data

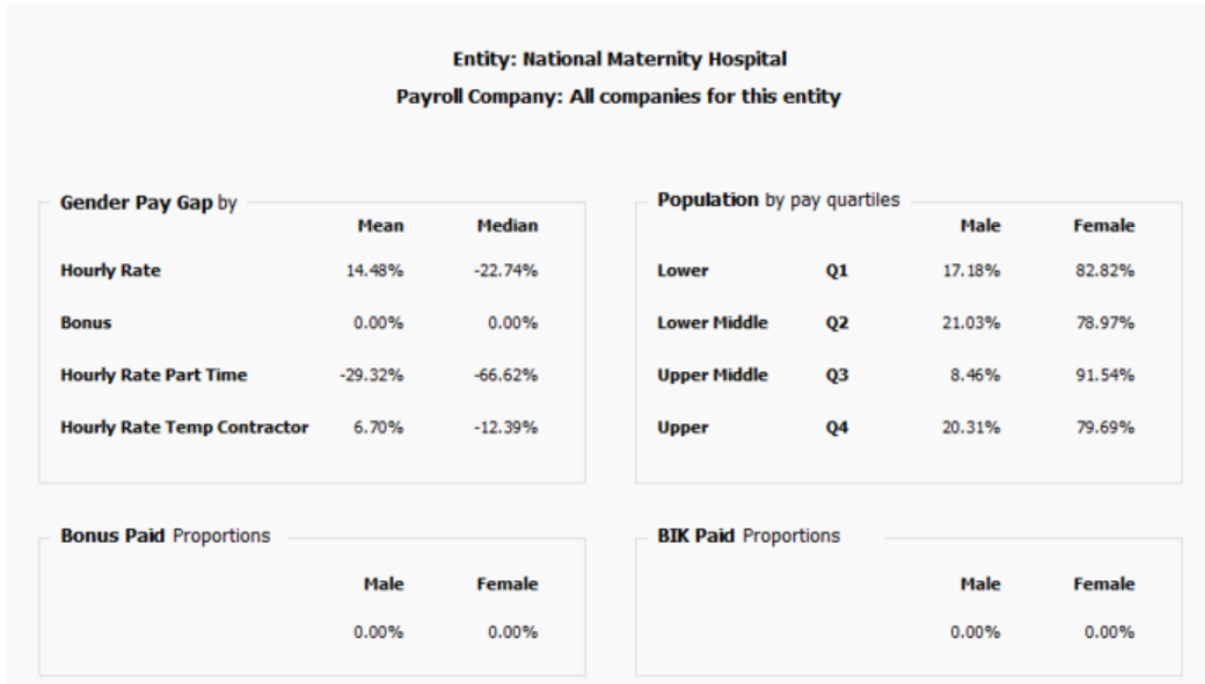
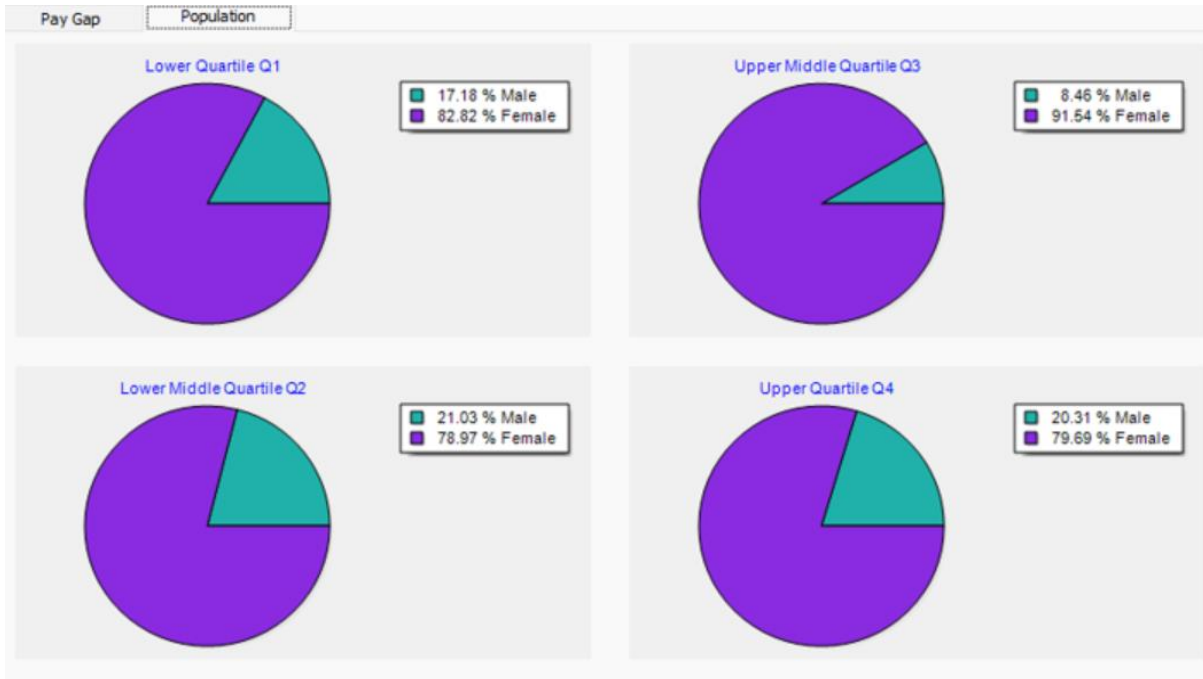


Table 2 – Gender Pay Gap in Bar chart form





Table 3 – Population by Quartile in Pie Chart form



Total Figures

Gender Pay Gap Mean	14.48%
Gender Pay Gap Median	-22.74
Gender Pay Gap Part Time Mean	-29.32%
Gender Pay Gap Part Time Median	-66.62%
Gender Pay Gap Temp Contractor Mean	6.70%
Gender Pay Gap Temp Contractor Median	-12.39%
Bonus Pay Gap Mean	N/A - 0.00%
Bonus Pay Gap Median	N/A - 0.00%
Bonus Pay Proportion Male	N/A - 0.00%
Bonus Pay Proportion Female	N/A - 0.00%
BIK Pay Proportion Male	N/A - 0.00%
BIK Pay Proportion Female	N/A - 0.00%
Upper Quartile Male	20.31%



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Upper Quartile Female	79.69%
Upper-Middle Quartile Male	8.46%
Upper-Middle Quartile Female	91.54%
Lower-Middle Quartile Male	21.03%
Lower-Middle Quartile Female	78.97%
Lower Quartile Male	17.18%
Lower Quartile Female	82.82%



Gender Pay Gap Analysis

At the snapshot date, total Head count within the NMH is 1025, of which 18% are male and 82% are female, which is a marginal increase in males from 2024 (16.62%).

Total Clinical breakdown within the NMH 10.15% males and 89.85% female. Similar to 2024 (10.41 % male).

Total Non-clinical breakdown within the NMH 31.21% males and 68.79% female. Decrease from 2024 (29.49 % male).

Total Social Care Professional breakdown within the NMH 12% males and 88% female. Marginal decrease from 2024 (13.33 % male).

The largest difference in figures observed since the 2025 report relates to the Part-time Mean Hourly Rate Mean.

As Ireland's leading centre for women's health, we are committed to supporting a fair and equal workplace for all our employees, we strive to attract, retain and support the best talents for our roles.

The hospital reviewed its strategic plan in 2024, retaining our vision "*To continuously advance the health of women and babies through excellence in healthcare led by our dedicated teams*".

From the figures you will note that the majority of our staff across all of the percentiles are predominately female, we would attribute this as being the norm traditionally within women's health care providers and in particular across Maternity Care providers.

Consultants and /or Locum posts are reported on, based on who the hospital are the paymaster for, however it should be noted that the vast majority of Consultants and / or Locums are a shared resource across the HSE and therefore their time is shared across two or more hospital sites, which cannot be reflected within the average hourly wage.

NCHD's are reported on based on those on the NMH's payroll during the reporting period, it should be noted that the vast majority of NCHD's are a shared resource across the HSE as such they are required to regularly rotate between hospitals.

Consistent with previous years, we have observed, low levels of male staff in each quartile, but in particular in the upper middle quartile 8.46%. The highest representation of males is in the lower middle quartile, which is consistent with 2024.

Given the industry and the requirement for the hospital to operate on a 24/7 basis, we offer a variety of different rostering arrangements, we feel that this is a key attraction and retention tool, that offers flexibility. In addition it offers females the opportunity to maintain a full time presence within our workforce.

The NMH are encompassed by the broader HSE terms and conditions pay scales and remuneration packages, therefore the NMH does not supply bonuses to its employees and all employees are on HSE salary scales and incremental requirements.



Proposed Actions

Due to the nature of our patient profile (given that we are a leading healthcare provider in respect to Women's health and babies) culturally it is expected that there will be a higher proportion of female to male staffing due to our largest category of employees being predominantly made up of Midwives and Nurses. Also it is more likely that females are more attracted to roles within our hospital due to our patient profile.

That noted, there is still an opportunity to attract and retain males into the other categories of staffing within the Hospital and focus on a greater gender balance.

We propose to achieve this through:

Recruitment: continuing to ensure job advertisements are equally balanced towards both male and female applicants. Including the use of gender balanced images, language and interview panels and ensuring that recruitment documentation is simple and contains gender neutral language. Noting that the NMH like other HSE hospitals continue to be impacted by the pay and numbers strategy which came into operation in Q3 2024 amongst all grades.

Training & Development: Continuing to ensure access for all to both internal and external training and support this through our Study and Exam Leave Policies. This includes a partnership with the RCSI to support leadership development. As a teaching hospital we also have partnerships in place with a number of 3rd level institutions, offering internship / placements, such as with UCD for both midwifery and some categories of social care as part of our shared graduate programmes.

Career Progression: Continuing to ensure that all employees are equally encouraged to progress and continue to challenge unconscious bias. Continue to develop and promote potential career progression pathways and performance achievement across all grades and in line with hospital Strategy. Both interviewee and Interviewer training was offer to all employee's over 2025.

Policy Development: Continue to evolve and promote the NMH's Diversity and Inclusion and flexible working policy within the hospital.