

GENDER PAY GAP REPORT

2025



**Health
Information
and Quality
Authority**

An tÚdarás Um Fhaisnéis
agus Cáilíocht Sláinte





Introduction

The Health Information and Quality Authority's (HIQA's) Gender Pay Gap Review uses 22 June 2025 as its snapshot date, at which point the organisation employed 455 staff members.

This report sets out the employment profile and gender pay gap profile for the period from 23 June 2024 to 22 June 2025. HIQA is reporting a mean gender pay gap of -2.65% in favour of females.

All recruitment in HIQA is done under license from the Commission for Public Service Appointments (CPSA) and is in line with the Code of Practise for Appointment to Positions in the Civil Service and Public Service. Pay is in line with the pay rates set centrally by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation and as sanctioned by the Department of Health. Pay is defined by grade and pay scale point based on length of service without reference to gender.



About the Health Information and Quality Authority (HIQA)

The Health Information and Quality Authority (HIQA) is an independent statutory body established to promote safety and quality in the provision of health and social care services for the benefit of the health and welfare of the public.

Reporting to the Minister for Health and engaging with relevant government Ministers and departments, HIQA has responsibility for the following:

Setting standards for health and social care services

Developing person-centred standards and guidance, based on evidence and international best practice, for health and social care services in Ireland.

Regulating social care services

The Chief Inspector of Social Services within HIQA is responsible for registering and inspecting residential services for older people and people with a disability, and children's special care units.

Regulating health services

Regulating medical exposure to ionising radiation.

Monitoring services

Monitoring the safety and quality of permanent international protection accommodation service centres, health services and children's social services against the national standards. Where necessary, HIQA investigates serious concerns about the health and welfare of people who use health services and children's social services.

Health technology assessment

Evaluating the clinical and cost effectiveness of health programmes, policies, medicines, medical equipment, diagnostic and surgical techniques, health promotion and protection activities, and providing advice to enable the best use of resources and the best outcomes for people who use our health service.

Health information

Advising on the efficient and secure collection and sharing of health information, setting standards, evaluating information resources and publishing information on the delivery and performance of Ireland's health and social care services.

National Care Experience Programme

Carrying out national service-user experience surveys across a range of health and social care services, with the Department of Health and the HSE.



Overview

What is the gender pay gap?

The gender pay gap refers to the difference between what is earned on average by women and men based on average gross hourly earnings of all paid staff, not just men and women doing the same job, or with the same experience or working pattern. It is designed to capture the extent to which women are evenly represented across an organisation.

Gender pay reporting is different to equal pay; equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man, or a woman.

Gender pay gap legislation in Ireland

The Gender Pay Gap Information Act 2021 was signed into law in Ireland on 13 July 2021. The Employment Equality Acts 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 came into operation on 31 May 2022.

As an organisation with more than 250 staff members, we are required under the Gender Pay Gap Information Act 2021 to publish our gender pay figures across a range of metrics.

Employers must report on the following measures, based on a snapshot of pay data on a date selected by the organisation in June 2025.

- (a) the difference between the mean hourly remuneration of staff members of the male gender and that of staff members of the female gender expressed as a percentage of the mean hourly remuneration of staff members of the male gender;
- (b) the difference between the median hourly remuneration of staff members of the male gender and that of staff members of the female gender expressed as a percentage of the median hourly remuneration of staff members of the male gender;
- (c) the difference between the mean bonus remuneration of staff members of the male gender and that of staff members of the female gender expressed as a percentage of the mean bonus remuneration of staff members of the male gender;



(d) the difference between the median bonus remuneration of staff members of the male gender and that of staff members of the female gender expressed as a percentage of the median bonus remuneration of staff members of the male gender;

(e) the difference between the mean hourly remuneration of part-time staff members of the male gender and that of part-time staff members of the female gender expressed as a percentage of the mean hourly remuneration of part-time staff members of the male gender;

(f) the difference between the median hourly remuneration of part-time staff members of the male gender and that of part-time staff members of the female gender expressed as a percentage of the median hourly remuneration of part-time staff members of the male gender;

(g) the percentage of all staff members of the male gender who were paid bonus remuneration and the percentage of all staff members of the female gender who were paid such remuneration;

(h) the percentage of all staff members of the male gender who received benefits in kind and the percentage of all staff members of the female gender who received such benefits.

(i) the difference between the mean hourly remuneration of staff members of the male gender on temporary contracts and that of staff members of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of staff members of the male gender;

(j) the difference between the median hourly remuneration of staff members of the male gender on temporary contracts and that of staff members of the female gender on such contracts expressed as a percentage of the median hourly remuneration of staff members of the male gender;

(k) the respective percentages of all staff members who fall within each of

(i) the lower remuneration quartile pay band,

(ii) the lower middle remuneration quartile pay band,

(iii) the upper middle remuneration quartile pay band, or

(iv) the upper remuneration quartile pay band, who are of the male gender and who are of the female gender.

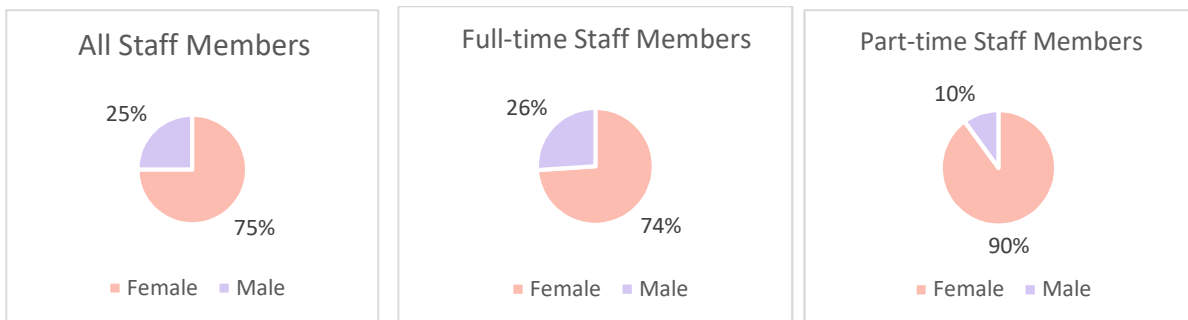


HIQA Gender Pay Gap Data

HIQA Workforce

HIQA's gender pay gap data was captured on the snapshot date of 22 June 2025. At the time the data was collated, there were 455 staff members within our organisation:

- 342 Females (75%)
- 113 Males (25%)



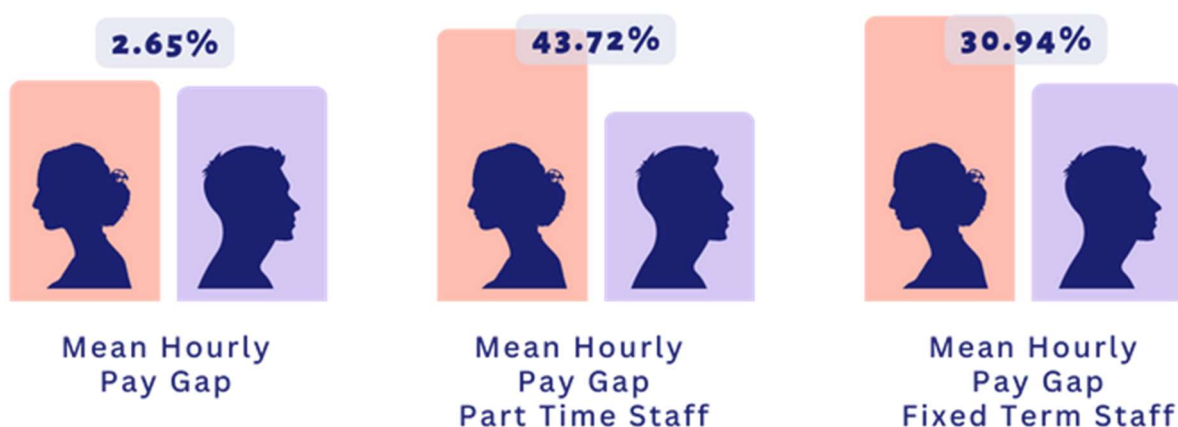
The number of staff members has increased by 13.75% over the period from June 2024 to June 2025 (from 400 to 455); however, the percentage of male staff members has decreased from 26% to 25%.



The gender pay gap has been calculated using the mean and median as follows:

Mean pay gap: is the difference between the average gross hourly earnings of males and females expressed as a percentage of the average gross hourly earnings of a male staff member.

GAP IN MEAN HOURLY REMUNERATION:



			2023	2024	2025
Mean	Mean Hourly Pay Gap	Permanent	-4.34%	-4.86%	-2.65%
	Mean Hourly Pay Gap Part-Time Staff members	Part-time	38.72%	10.24%*	-43.72%*
	Mean Hourly Pay Gap Fixed-Term Staff members	Fixed Term	-14.03%	23.84%**	-30.94%**

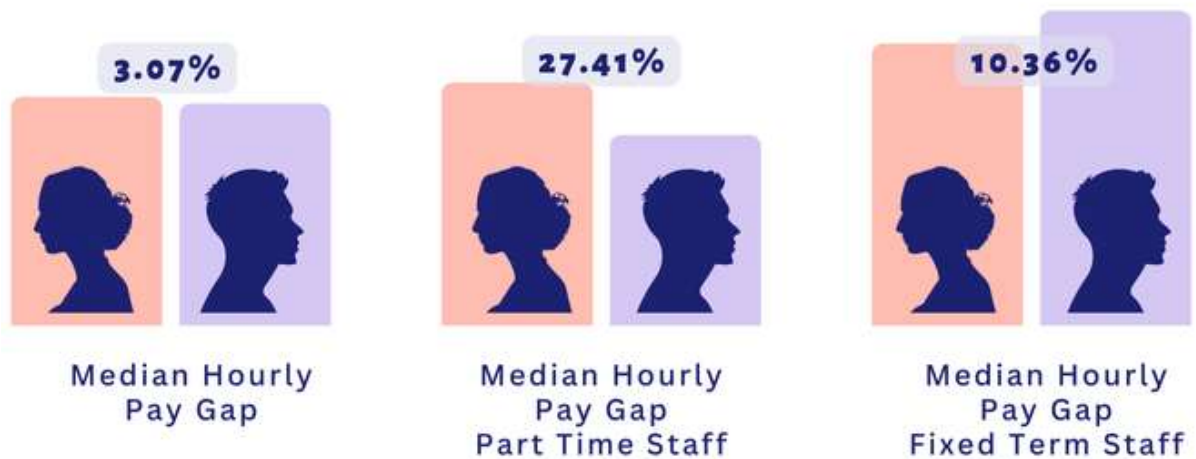
*The number of male staff members availing of part-time work is quite small so a small difference in numbers will have a big impact on the % difference.

** Many of the sanctions for new roles in 2025 have been for fixed-term staff, which has resulted in the number of fixed term staff increasing by nearly 30% over the period.



Median pay gap: is calculated by finding the midpoint in all staff members' hourly pay and discarding the lowest and highest rates of pay. In simple terms, it is often described as the 'middle' value of the data set.

GAP IN MEDIAN HOURLY REMUNERATION:



			2023	2024	2025
Median	Median Hourly Pay Gap	Permanent	-3.92%	-4.03%	-3.07%
	Median Hourly Pay Gap Part-Time Staff Members	Part-time	37.57%	10.24%	-27.41%
	Median Hourly Pay Gap Fixed-Term Staff Members	Fixed Term	-38.08%	-5.11%	10.36%



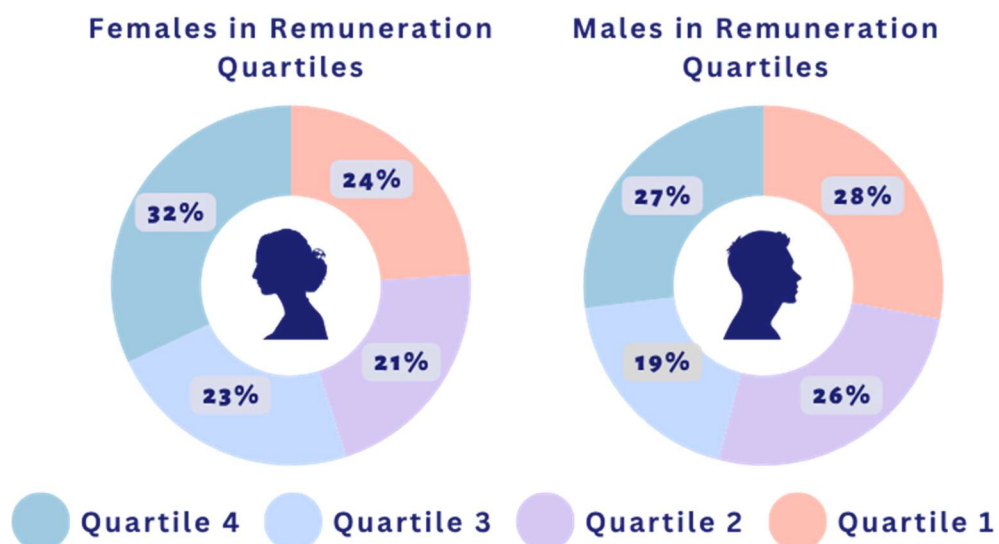
Pay quartiles: a key indicator for the gender pay gap is the composition of the workforce by separate pay quartiles. The pay data is arranged in ascending order from the lowest to the highest salary, and the data is divided into four equal-sized groups.

The table below represents the breakdown of female/male staff members who fall within each of the quartiles during the past three years.

Pay Quartiles						
	2023	2024	2025	2023	2024	2025
	Female	Female	Female	Male	Male	Male
Upper Quartile (4)	75%	77%	78%	25%	23%	22%
Upper Middle Quartile (3)	79%	80%	79%	21%	20%	21%
Lower Middle Quartile (2)	68%	70%	71%	32%	30%	29%
Lower Quartile (1)	66%	68%	72%	34%	32%	28%

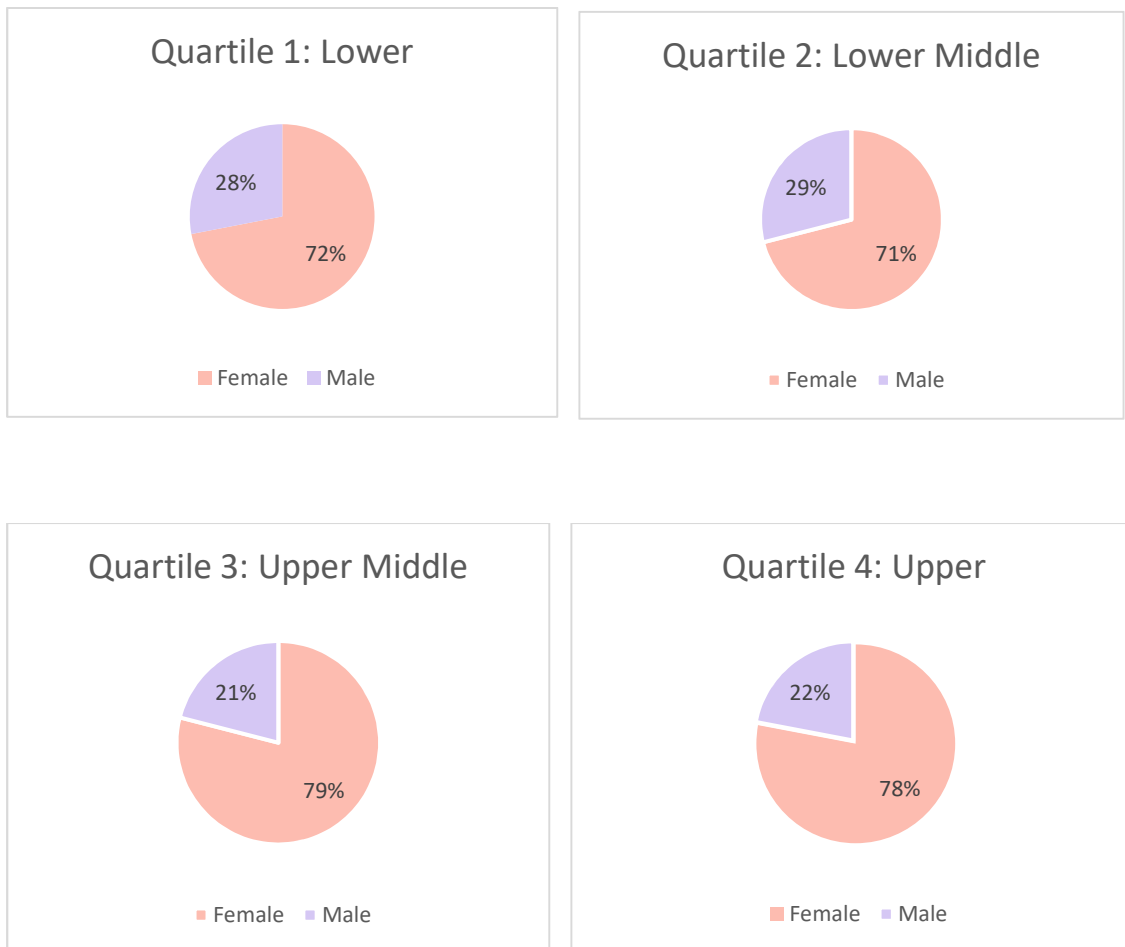
Each quartile represents a quarter or 25% of our total workforce, ranked by pay.

The following charts represent the female/male demographics in each quartile for 2025 data.





The overall ratio of female to male staff members is 75:25. The ratio in each quartile is as follows:



As per public sector guidelines, HIQA does not pay any bonus remuneration or provide staff members with any benefit in kind. Therefore, there is no data to report on regarding bonus remuneration or benefit in kind.



Analysis

HIQA is committed to equality of pay for all staff members and complies with public sector recruitment and pay guidelines. The gender pay profile is correlated to and impacted by the timing of staff members joining, moving and leaving the organisation as well as the length of service of individual staff members.

While the value of the gender pay gap in the different categories (permanent, part-time, fixed-term) has varied somewhat over the three years that HIQA has been reporting these figures, the profile of where the gap is has remained relatively the same. That is, females are paid slightly more for permanent and fixed-term positions. In 2025, there was a shift in gender pay for part-time positions in that women are paid more than males for part-time positions. This change in direction is due to the number of males in part-time positions decreasing in 2025 which has subsequently skewed pay in favour of women.

Part-time Work

As only a small percentage of HIQA staff members work part-time (4.40%), and with only 10% of that number being male, the movement of one or two male staff members to or from part-time working can have a significant impact on this number.

Permanent & Fixed Term Contracts

Similarly, only 9% of our staff have fixed-term contracts, so a small movement of staff members can have a significant impact on this gap being reported in this category.

The mean gender pay gap for permanent staff members is -2.65% while the median pay gap is -3.07%, both in favour of female staff members.

Leave

While the percentage of part-time staff remains low, the percentage of staff members availing of parental leave is 13%, and the profile of this parental leave is typically to take leave on a weekly basis. The number of staff members availing of shorter working year is also noteworthy at 8.6%.

In 2025, there was an increase in the number of males availing of parental leave, parent's leave and paternity leave, with a 33% increase in males, in both parental leave and parent's leave. There was a significant increase of 300% in paternity leave in 2025. The total number of male staff members availing of these leave types is small, therefore a small difference in numbers will have a large impact on the percentage.



Closing our Gender Pay Gap

HIQA remains committed to gender and pay equality. Our people are our greatest asset and the heart of our organisation, and we are proud of the diverse workforce that consistently delivers high-quality work across all areas. We will continue to foster an inclusive, diverse, and equitable organisation by acting on ongoing feedback and leveraging opportunities that enable meaningful and lasting change.

Building on this commitment, in 2025 we launched our new **People & Culture Strategy 2025–2027**, in line with our **Corporate Plan 2025-2027**. This strategy centres on **Building Capability, Enhancing the Employee Experience, and Strengthening Culture**. Under the *Employee Experience* pillar, we are committed to advancing Diversity, Equity and Inclusion (DE&I) through a holistic, structured DE&I Roadmap 2025–2027 - strengthening our commitment, promoting fairness and respect, aligning efforts with organisational goals, and connecting current initiatives to future ambitions.

To embed the new strategy, HIQA has undertaken a series of events across all our locations, engaging directly with staff to share the vision and key priorities. We have also hosted employee focus group sessions to gather feedback, ensure the strategy reflects the lived experience of our people and build shared ownership for its success.

As part of this commitment, HIQA is working with the Irish Centre for Diversity on their Investors in Diversity accreditation programme and have submitted for Bronze Accreditation. The Bronze level is the first stage of a three-tier accreditation framework (Bronze → Silver → Gold) designed to embed fairness, respect, equality, diversity, inclusion and engagement across organisations. Achieving Bronze involves demonstrating that HIQA has appropriate DE&I policies in place, that these are effectively communicated to all staff members, and that senior leaders have undertaken DE&I training. Attaining Bronze accreditation will confirm that we have established strong foundations for DE&I and are well-positioned to progress to the next stage of embedding inclusion within our culture.

Driving gender equality is also a key focus within our DE&I roadmap. HIQA continues to promote balanced representation and equal opportunities across all levels of the organisation. We are committed to addressing factors that impact gender pay equality, ensuring transparent processes in recruitment and career progression, and fostering a culture where everyone can thrive and advance based on their skills, experience, and contribution.

Another key enabler of this work is our DE&I Employee Working Group, comprising representatives from all areas of the organisation. This group champions HIQA's commitment to diversity, equity and inclusion by driving engagement, promoting



awareness, and supporting initiatives that foster an inclusive culture where all staff feel valued and respected.

In addition, HIQA recognises that promoting equality requires more than addressing pay disparities – it involves creating an environment where every staff member has equitable access to supports both through individual manager check-ins and organisational wide activities. This enables our staff members to achieve their full potential. Our comprehensive Wellbeing Programme is designed to promote physical, mental, social and financial wellbeing across the workforce. The programme includes initiatives such as flexible working arrangements, blended working, wellbeing workshops, access to a confidential Employee Assistance Programme and supports for those balancing work and family responsibilities.

By embedding wellbeing within our organisational culture, we aim to remove barriers that may disproportionately impact staff members of any gender and to ensure that everyone is set up for success and can participate fully in working life.



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