



# **NRH Gender Pay Gap Report 2025**

## About the National Rehabilitation Hospital (NRH)

The National Rehabilitation Hospital (NRH) provides Complex Specialist Rehabilitation services to patients who, as a result of an accident, illness or Injury, have acquired a physical or cognitive disability and require a specialist programme of rehabilitation. Backed by over 60 years' experience, clinical expertise and a solid reputation for excellence, the NRH provides patients with every opportunity to meet their rehabilitation goals through personalised treatment plans delivered by its Consultant-led Interdisciplinary Teams.

Rehabilitation Programmes at the NRH are tailored to meet the individual needs of adult and paediatric patients in the following areas of specialty:

- Acquired Brain Injury (including traumatic, non-traumatic brain injury and other neurological conditions)
- Stroke Specialty Programme
- Spinal Cord System of Care (including traumatic, non-traumatic spinal cord injury)
- Prosthetic, Orthotic and Limb Absence Rehabilitation (POLAR)
- Pediatric Family-Centred Rehabilitation

The NRH is proud to have been awarded a maximum Three-Year Accreditation by CARF (Commission for Accreditation of Rehabilitation Facilities) for six consecutive surveys. The current accreditation extends to June 2026, when the hospital will be surveyed again by CARF.

The NRH is a fully publicly funded hospital and operates on the ethos of providing high quality care and treatment to patients irrespective of background or status, but on the basis of clinical need. It is a tertiary referral hospital, and the only hospital of its type in the country.

## NRH Gender Pay Gap Report 2025

### Introduction

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. Organisations with over 250 employees have been asked to report on their Gender Pay Gap for the first time in 2022. In compliance with Act, the NRH publishes its Gender Pay Gap Report below, which is a 'snapshot' date from the month June 2025. The report must be based on the last 12 months directly preceding that date, as well as the selected date itself. For the report, the date that the NRH has chosen is 1<sup>st</sup> June 2025. In publishing the report, we aim to provide an understanding of context of the findings of this report and also provide information on how we, as an organisation, support gender equality and demonstrate our commitment to equal opportunities for staff across the Hospital.

It is no surprise that our workforce as of the 1<sup>st</sup> June 2025 is predominantly female, which reflects the dominance of women working in a healthcare setting. We value the importance of our female staff to contribute at the highest level as they progress with their careers. We generally support the progression of our diverse talent pool of staff in managerial and executive positions through internal promotional opportunities and succession planning. Our female workforce is also well represented in senior management roles and at Board and Executive levels in the NRH.

### Pay Scales

It is important to note that our pay scales in the NRH are as per the Health Sector Consolidated Salary Scales and are determined nationally by the Department of Health, undifferentiated by gender. We do not have the autonomy to deviate from these pay scales, and we are governed by national framework agreements in relation to the application of pay scales in the NRH. The Hospital pays fairly and in accordance with the Health Sector Consolidated Salary Scales and does not discriminate on the basis of gender.

## Gender Pay Gap Reporting Vs Gender Pay Equity

### Gender Pay Gap:

Gender Pay Gap refers to the difference between what is earned on average by men and women based on average gross hourly earnings of all paid employees.

### Gender Pay Equity:

Gender Pay Equity seeks to ensure that employees who perform the same role, in the same location, with the same responsibilities, experience, competencies and skills are paid equally irrespective of their gender.

Gender pay is not the same as equal pay. You can have a gender pay gap but not have an equal pay issue.

### Culture & How We Support Gender Equality

The NRH is committed to carrying out all activities in a way that values diversity, promotes equality and fosters inclusion to successfully deliver the best public service and to ensure a diverse, inclusive, high-performance workplace. Diversity, Equality and Inclusion are integral to our hospital mission and informs our development, behaviours and decision-making. The NRH are an equal opportunities employer and aim to recruit, retain, and develop a diverse, high-performing, qualified workforce that draws from all segments of society and values fairness, diversity and inclusion.

The NRH is committed to promoting its values and developing supportive working practices for its employees. Human Resources aim to support and transform the NRH capability to deliver quality patient care and "safer better healthcare". Our employees are at the core of the delivery of effective rehabilitation services and supporting them is crucial to our ongoing success as leaders in people services. One of our ways of supporting staff in this regard would be via our flexible work practices and options available to staff.

The NRH has a Family Leave Policy which outlines the specific terms and conditions surrounding various leaves, schemes and allowances that come under the scope of family leave entitlements for example, Maternity Leave, Adoptive Leave, Parents leave, Parental Leave, Paternity Leave, Force Majeure leave, Sick leave, Carer's Leave, Career Break Scheme and Shorter Working Year schemes. This Policy gives a generic overview of the various policies at the NRH which come under the Family leave Policy to support our employees with their family commitments.

The organisation also has a remote and flexible working policy which recognises that an improved work-life balance can enhance employee motivation, performance and productivity.

The National Rehabilitation University Hospital seeks to support its employees achieve a better balance between work and personal commitments and will make every reasonable effort where possible and have regard to the nature to accommodate flexible working requests, taking into account the needs of the business as well as individual needs.

We are committed to supporting our staff by prioritising flexibility, well-being, diversity and inclusion. We will also ensure that staff receive equal access to training, development and career progression opportunities to excel professionally and personally. Our selection, promotion and talent development decisions are consistent with a legal, unbiased, fair and equitable work environment and we are firmly committed to gender equality.

The organisation supports career development and fosters an environment of continuous professional development. The NRH believes that continuing staff education is essential in the provision of quality patient care in the National Rehabilitation University Hospital. Education is a lifelong process which aims to enhance healthcare practice and to provide for professional and personal development. Our NRH Education and Training Policy outlines a framework to ensure that employees' availability of relevant education and training in line with the clinical and Organisational needs of our services. The hospital aims to provide support and guidance to employees in relation to both individual and career development.

## Report

The NRH Gender Pay Gap report is based on data as of the 1<sup>st</sup> June 2025.

Employers are required to report the following seven key pieces of gender pay gap data on an annual basis:

1. Mean and median hourly remuneration for all employees (a percentage figure)
2. Mean and median hourly remuneration for part-time and temporary employees (a percentage figure)
3. Mean and median bonus remuneration of all employees (a percentage figure)
4. Proportion of male and female employees that received bonus remuneration (a percentage figure)
5. Proportion of male and female employees that received benefits-in-kind (a percentage figure)
6. Proportion of male and female employees in four equally divided quarters (i.e., expressed as each of the employer's lower, lower middle, upper middle and upper quartile pay bands).
7. Employer's written explanation on measures it is taking to address its gender pay gap.

## Understanding Key Metrics

### The Gender Pay Gap

The gender pay gap is the difference on average across a population between men's and women's pay. The gender pay gap is represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates that, on average, men are in a less favourable position than women.

### Reporting Periods

The reporting period used for payroll is from 1<sup>st</sup> June 2024 to 30<sup>th</sup> May 2025.

### Data Scope

The organisation operates two separate payrolls (fortnightly and monthly). Gender pay gap figures are calculated and presented separately, as the datasets cannot be merged.

### The Mean Pay Gap

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire Hospital.

- **All employees**
- **Part-time employees and**
- **Temporary contract employees**

### The Median Pay Gap

The median pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

- **All employees**
- **Part-time employees and**
- **Temporary contract employees**

### The Pay Quartiles

Pay quartiles are calculated by splitting Hospital employees into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the Hospital.

- **Q1 Lower**
- **Q2 Lower Middle**
- **Q3 Upper Middle**
- **Q4 Upper**

## NRH Workforce Profile

At this time there were 815 people employed by the NRH, and the gender profile of our current workforce is predominantly female at 73.1% of the overall workforce at the time of this report. This report shows the difference between the average earnings of men and women, expressed relative to men's earnings.

Although we have a gender pay gap due to our disproportionate representation of men and women within the workforce, which is reflected across the health care sector nationally, it is important to note that we pay fairly and equitably in accordance with the Health Sector Consolidated Salary Scales.

| <b>Gender Pay Gap</b> for all employees by     | <b>Fortnightly</b> | <b>Monthly</b> |
|--|--------------------|----------------|
| <b>Mean Hourly Rate</b>                        | <b>-4.27%</b>      | <b>-33.05%</b> |
| <b>Median Hourly Rate</b>                      | <b>-6.66%</b>      | <b>-14.79%</b> |
| <b>Mean Hourly Rate Part Time</b>              | <b>-16.94%</b>     | <b>-22.83%</b> |
| <b>Median Hourly Rate Part Time</b>            | <b>-25.14%</b>     | <b>-2.90%</b>  |
| <b>Mean Hourly Rate Temporary Contractor</b>   | <b>-12.64%</b>     | <b>-15.33%</b> |
| <b>Median Hourly Rate Temporary Contractor</b> | <b>-12.54%</b>     | <b>-0.13%</b>  |

### Bonus Gap & Benefit in Kind (BIK)

Bonus gap of **mean** bonus remuneration of **all** employees

**0%**

Bonus gap of **median** bonus remuneration of **all** employees

**0%**

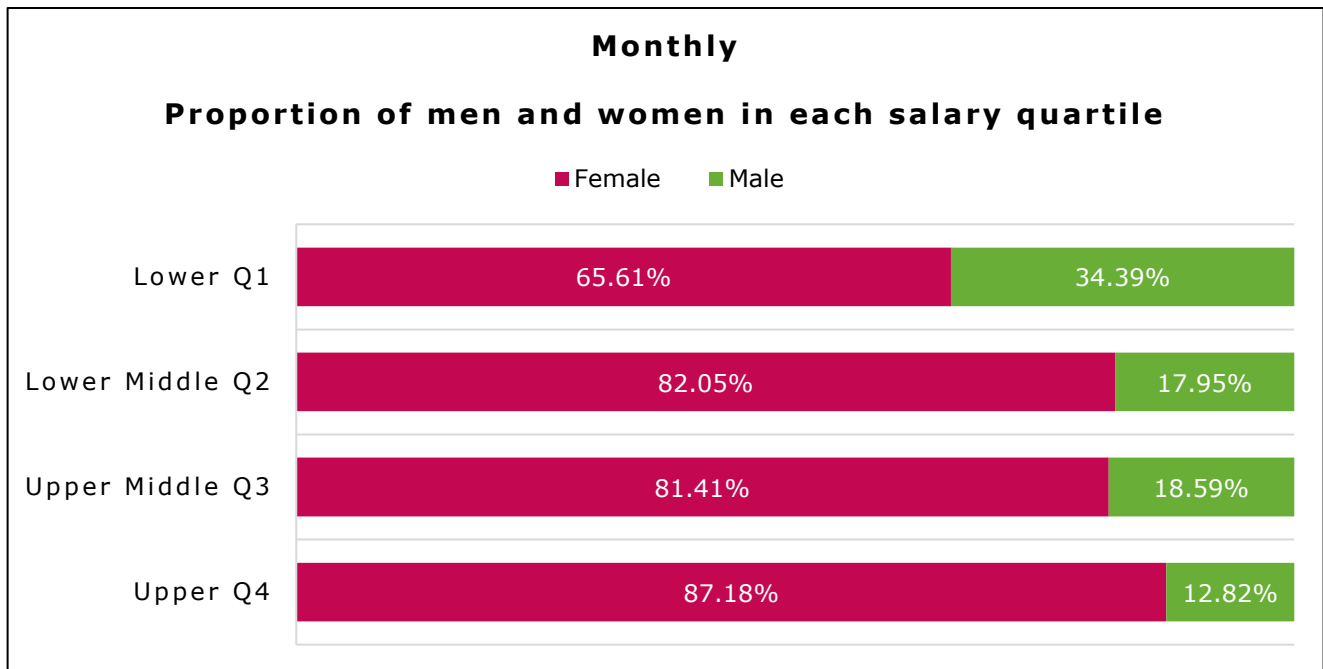
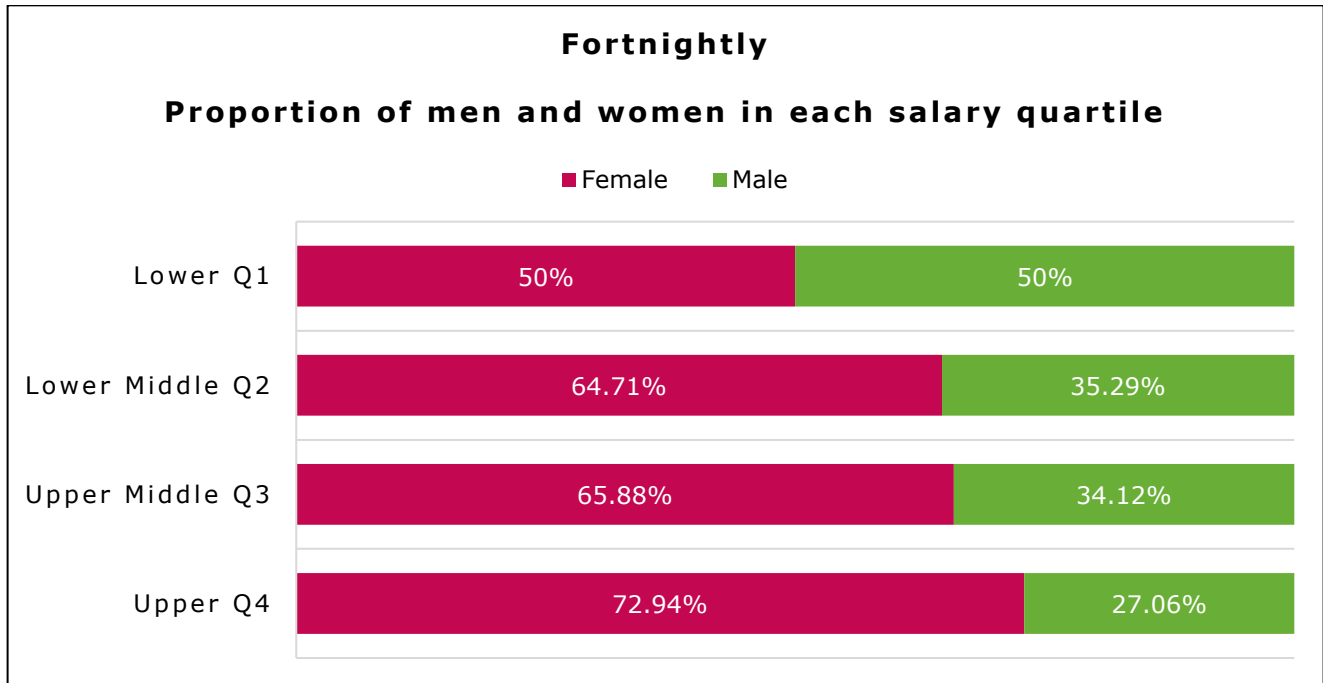
**All** employees who received Benefit in Kind Payments



There is no scope for bonus payments for either fortnightly or monthly employees in the NRH. All staff are remunerated in line with the Health Sector Consolidated Salary Scales, and only agreed pay scales and allowances apply. Nil report.

Benefit-in-Kind payments are not applicable for either payroll group in the NRH. Nil report.

## Pay Quartile Proportionality



81.2% of our nursing workforce is female which is demonstrated in the lower middle and upper middle quartiles.

Similarly, 82.6% of our management roles are female which is reflected in the lower and lower middle quartiles.

## Gender Data Analysis

As outlined earlier, the organisation's two payroll entities (Fortnightly and Monthly) operate independently. The gender pay gap results for each group have been presented in the Workforce Profile section. The following analysis interprets these results and explains the factors influencing the observed pay gaps.

### Interpretation of Pay Gap Results

Across both payroll groups, the gender pay gap figures show that women earn more than men on average, as reflected in the negative percentages across mean and median hourly rates. This pattern is consistent across full-time, part-time, and temporary contractor categories.

Several factors contribute to these outcomes:

- The NRH has a predominantly female workforce.
- There is a significantly higher number of female part-time employees (135) compared with male part-time employees (37). This distribution influences the part-time gender pay gap, where women's average hourly earnings are higher.
- Temporary contractor roles also show a negative gap, reflecting the types of roles held by men and women during the reporting period.

### Bonus Pay and Benefit-in-Kind (BIK)

There is no bonus pay or benefit in kind paid to any member of staff in the National Rehabilitation Hospital.

### Pay Quartile Distribution

The quartile distribution demonstrates that the NRH continues to employ more women than men across all four quartiles, which contributes to narrowing the gap between average male and female pay. The strong female representation in nursing and management roles is reflected throughout the quartile structure.

The gender pay gap at the NRH is driven primarily by workforce composition, not by unequal pay. The predominance of women in clinical, administrative, part-time, and management roles results in women earning more on average than men across most categories. The NRH remains committed to equitable pay practices, with all staff remunerated in line with national HSE pay scales.

## NRH Gender Pay Gap Report 2025

### Addressing NRH's Gender Pay Gap

Actions to Improve Our Gender Pay Gap

#### Inclusion

NRH is committed to creating an inclusive workplace where everyone can reach their full potential. Supporting equality, diversity and Inclusion enable us to create a positive working environment where the different backgrounds and perspectives of all our staff are valued, and which will enhance quality patient care and outcomes. We will continue our equality and inclusion journey, developing our Equality, Diversity and Inclusion Strategy to ensure best practice, focusing on wellbeing, mental health and menopause.

#### Learning & Development

We will continue to support career development and foster an environment of continuous professional development, ensuring a gender balanced and inclusive approach to NRH training and development opportunities and programmes.

Inclusive Policies: We will uphold best practices ensuring policies and supports are underpinned by inclusion and gender equality.

#### Recruitment

NRH observes gender equitable recruitment practices during the hiring process and does not do discriminate on the basis of gender or other bias.

## NRH Gender Pay Gap Report 2025



### Summary and Conclusion

The gender pay gap report looks at the distribution of men and women across all job grades of the hospital, and how this translates into the average salary and bonus payments made as a result.

Our proportion of male and female staff should be taken into account when looking at our gender pay gap, (73.1% female, 26.9% male), as should the age range of our male and female workforce, as members of staff who have enjoyed long careers in the NRH can often be higher up the pay scales than those who are just starting their careers. The Hospital has a predominantly female workforce and remunerates all staff on defined salary bands as per the Health Sector Consolidated Salary Scales. This ensures that everyone is paid fairly for undertaking the same or a similar role and the assimilation onto the salary scales is in accordance with department of health guidelines for incremental credit.

The NRH is committed to continuing to providing career development opportunities for female employees and to increase female involvement across all levels of our organisation.

The NRH will continue to explore all opportunities to support female participation and involvement in our workforce across all levels of our organisation.