



**Beaumont**  
HOSPITAL

# Gender Pay Gap Report 2025



HR DIRECTORATE  
**Beaumont**

## 1. INTRODUCTION

Beaumont Hospital is pleased to publish its fourth Gender Pay Gap Report in compliance with the Gender Pay Gap Information Act 2021, which was introduced by Government to show the extent of the pay gap between what women earn as a group and what men earn as a group.

The Act requires organisations with over 50 relevant employees to report on their Gender Pay Gap (GPG), on an annual basis. Beaumont Hospital, as an employer of circa 4,900 employees, falls within the provisions of the Gender Pay Gap Information Act 2021.

The GPG is usually represented as the average difference in gross hourly earnings of men and of women across an organisation's workforce. A positive GPG indicates that, on average across the workforce, females are in a less favourable position than their male counterparts; a negative GPG indicates the opposite – that on average, males are in a less favourable position than their female counterparts.

An understanding of context is of critical importance from the perspective of interpreting findings and drawing conclusions, so this report offers the reader some underlying factors for consideration, (some specific to the health service), which have the effect of influencing results. With this in mind, it should be noted that our salary scales are determined nationally by the Department of Health, undifferentiated by gender. As such, Beaumont Hospital has no autonomy to deviate from these pay rates and broader public pay policies in accordance with its commitments under HSE Annual Compliance Statements & Service Level Agreements.

Diversity and inclusion are central to Beaumont Hospital's ethos and we pride ourselves on being an equal opportunities employer with an unequivocal commitment to treating all employees equally. As set out in the new Hospital Strategy – Building Excellence in Care, Together - we understand that greater equality, diversity and inclusion in the workforce are essential prerequisites to realizing our mission to deliver excellent care, education and research for the benefit of our patients. To this end, we will continue to be guided by these values and working together to develop and continually improve the way we deliver care and enhance the environment in which staff work.

## 2. ABOUT BEAUMONT HOSPITAL

Beaumont first opened its doors to the public on 29th November 1987 following the closure and transfer to Beaumont of two city centre hospitals - the Charitable Infirmary in Jervis Street and St Laurence's (the Richmond).

Today, Beaumont Hospital, incorporating St Joseph's Raheny, stands as one of the largest major academic teaching hospitals in Ireland, located 5km north of Dublin City centre and providing emergency and acute care services across 54 medical specialties to a local catchment area of circa 290,000 people.

Beaumont Hospital is home to National Centres of Excellence in Neurosciences, Cancer and Renal Transplantation and is internationally recognised and certified by several international accreditation bodies including the Organisation of European Cancer Institutes (OECI), the European Stroke Association (ESO) and Eurospine as a Surgical Spine Centre of Excellence.

Beaumont Hospital is the principal teaching and academic partner for the Royal College of Surgeons in Ireland. It also enjoys close links with Dublin City University and other academic institutions in respect of its training and research activities.



**54** MEDICAL  
SPECIALTIES



A LOCAL CATCHMENT  
AREA OF CIRCA

**290,000**  
PEOPLE



### 3. OUR WORKFORCE PROFILE

With an overall complement of 928 beds and circa 4,900 multidisciplinary staff, Beaumont Hospital prides itself as being an equal opportunities employer, and has a long history and reputation for embracing inclusivity and diversity within its workforce.

The gender profile of our current workforce is predominantly female at just over 72% of our workforce, (figure 1), which compares with 78% as a whole, for the HSE Statutory Services and Section 38 Hospitals and Agencies.

There are however, some variances to this overall gender profile across the six broad staff categories which comprise upwards of 800 grades within Beaumont Hospital. The staff categories and respective gender profiles are provided in figure 2 (below) as follows:-

- 1. Management & Administration
- 2. Health & Social Care Professionals
- 3. Medical & Dental
- 4. Nursing & Midwifery
- 5. Patient & Client Care
- 6. General Support

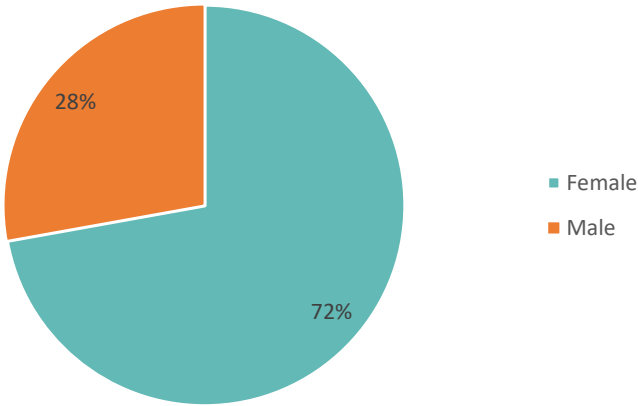
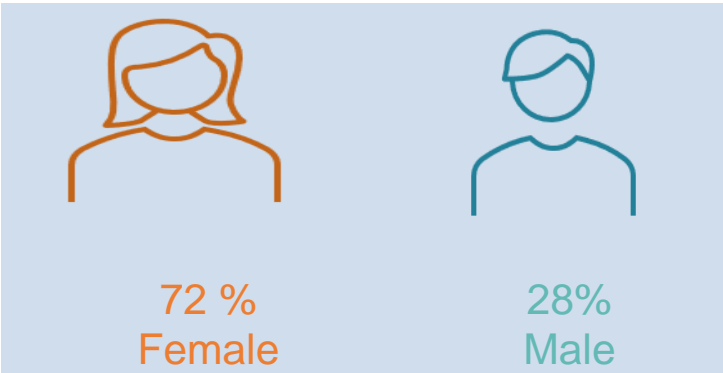


Figure 1– Workforce Gender Profile

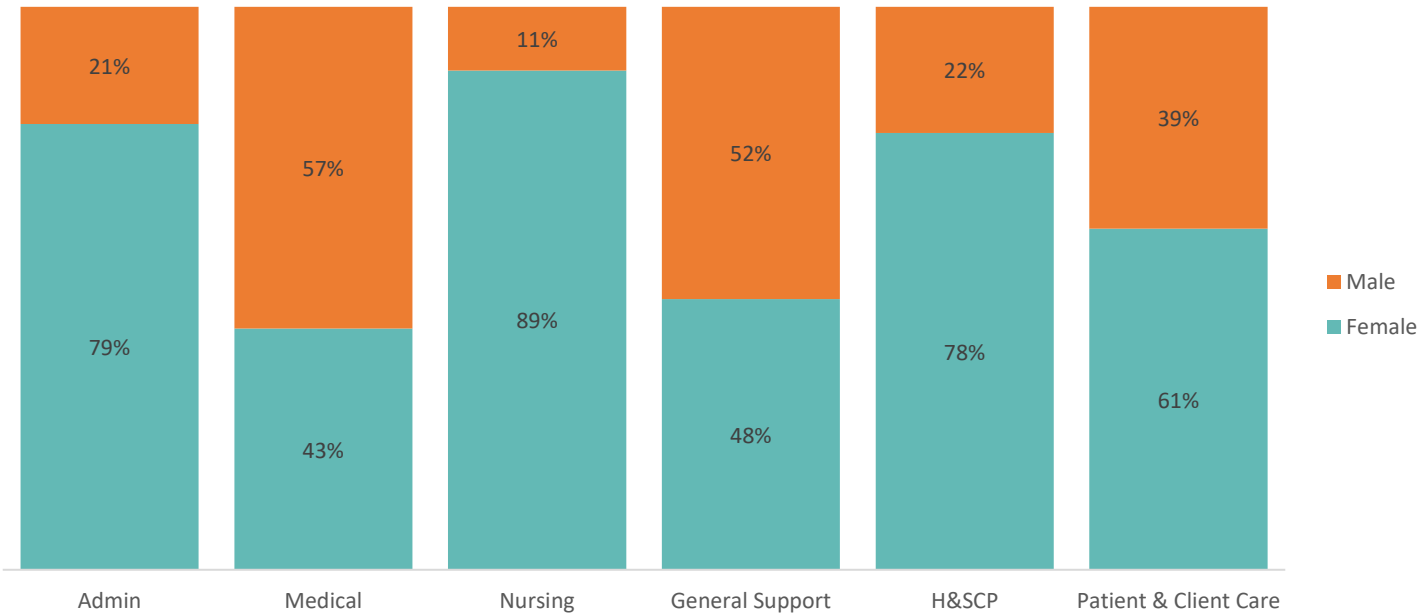


Figure 2 – Gender Profile by Staff Category







## 4. PAY RATES

As referenced in the introduction, the pay rates and terms and conditions for all Beaumont Hospital staff are determined and set centrally by the Department of Health and Department of Public Expenditure and Pay Reform. Pay rates are based on staff grade within each of the broad staff categories as per the published consolidated salary scales - these are undifferentiated by gender.

A copy of the salary scales which applied in June, 2025 and which formed the basis of this gender pay gap report, can be accessed by accessing the following link on the government website:-

[HSE Consolidated Pay Scales June 2025](#)



## 5. METHODOLOGICAL APPROACH

### Data Source

The data source of this report was provided from the Hospital's HR/Payroll system, extracting relevant payroll and time data for the period 1st July 2024 to 30th June, 2025. The data relates to a total workforce of 4,928 staff.

The following steps were undertaken to extract employee level data for gender pay reporting:

1. Identification of active employees as at 30th June, 2025
2. Extraction of payroll information for the 12 months reporting reference period of 1st July, 2024 to 30th June, 2025 inclusive (12 month period up to report key date).
3. Grouping of all payroll values paid to employees that fall under the heading of 'Ordinary Pay' inclusive of basic salary, overtime, allowances and premium.
4. Calculation of an hourly rate, by employee, by dividing the 'Ordinary Pay' amount by the pay hours.
5. Sorting of all employees by hourly rate in order to create the quartiles required for Gender Pay Gap Reporting.
6. Of particular note – as the Hospital does not make Bonus Payments or Benefit In Kind (BIK) payments, no calculations were made in this regard. This is reflected in a Not Applicable (N/A) return in the Metrics provided in this report.

THE DATA RELATES TO A  
TOTAL WORKFORCE OF

**4,928**

STAFF

The extraction of the above data from the Hospital payroll system enabled the required calculations to be carried out.

### Data Protection

All data processing was carried out in accordance with Data Protection Regulations, and undertaken by authorized staff who ordinarily have access to this data in the course of their daily duties. All data presented is aggregated with no data in this report identifiable to any individuals.



## 6. UNDERSTANDING THE GENDER PAY GAP METRICS

This report is not a review of equal pay. Every employee of Beaumont Hospital, regardless of gender, is paid equally for work that is the same or similar for work of equal value in accordance with the Department of Health Consolidated Salary Scales.

If an organisation reports a positive GPG, it does not necessarily follow that females are paid less than males for the doing the same job. However, it does show that, on average, males occupy higher paid roles than females. Conversely, if an organisation reports a negative GPG, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy higher paid roles than males. The larger the positive or negative gap is, the more marked the differences in hourly rates of pay will be, and the more males or females proportionally working in either higher or lower paid roles within the organisation.

In examining the report, it is important to note that differences in what employees are paid can be impacted by one or more factors such as:-

- Certain job categories or roles in health have traditionally attracted more females than males and viceversa.
- Length of service i.e. some employees will have advanced further up to their salary scale compared to others, having received more annual salary increments due to their longer service history.
- Gender breakdown for higher paid roles – a small number of higher paid roles can affect average figures reported.
- General breakdown for lower paid roles – a large number of lower paid employees can affect the average figures reported.
- Career choice - Some job categories and occupations may have traditionally attracted more females than males and vice versa.

### Mean Gender Pay Gap

The mean, or average, is calculated by establishing the difference between the average hourly rate of pay for males, and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If the result is negative, the average hourly rate of females is higher than that of males on the snapshot date. Conversely, if the average is positive, the average hourly rate of males is higher than that of females on the snapshot date. The formula which is used to calculate the mean Gender Pay Gap is as follows:-

$$\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{average male hourly rate}} \times 100$$

### Median Gender Pay Gap

The median is the figure that falls in the middle of the range where the salary of all employees is listed from the lowest to the highest. The formula which is used to calculate the median Gender Pay Gap is as follows:-

$$\frac{(\text{median of the male hourly rate}) - (\text{median of the female hourly rate})}{\text{median of male hourly rate}} \times 100$$

Presenting data on the basis of both mean and median hourly pay provides for a more insightful understanding of underlying factors which can give rise to variations in pay. For example, in the case of the mean analysis, a small number of higher paid employees can impact the mean figure. In these circumstances, the median figure can be more representative of the difference between what a male and female employee is paid.

When there is a significant difference between the mean and median pay gap, this may indicate that the data is impacted either by the presence of very low earners (making the mean lower than the median), or by a group of higher earners (making the mean higher than the median).



Quartile Pay Bands

The Gender Pay Gap Information Act 2021 requires that employers report on the rates of pay across different levels of the organisation by grouping all employees into 4 equal quartiles, ranging from the lowest paid hourly rate (Quartile 1), to the highest paid hourly rate (Quartile 4). This allows for a report, expressed in percentage terms, on the proportion of employees (male and female) who fall within lower, lower middle, upper middle and upper quartile pay bands. Figure 3 (below) shows the proportion of male and female employees in each quartile.

Benefit-In-Kind

Neither bonus payments nor benefits in kind are applicable to within Beaumont Hospital.

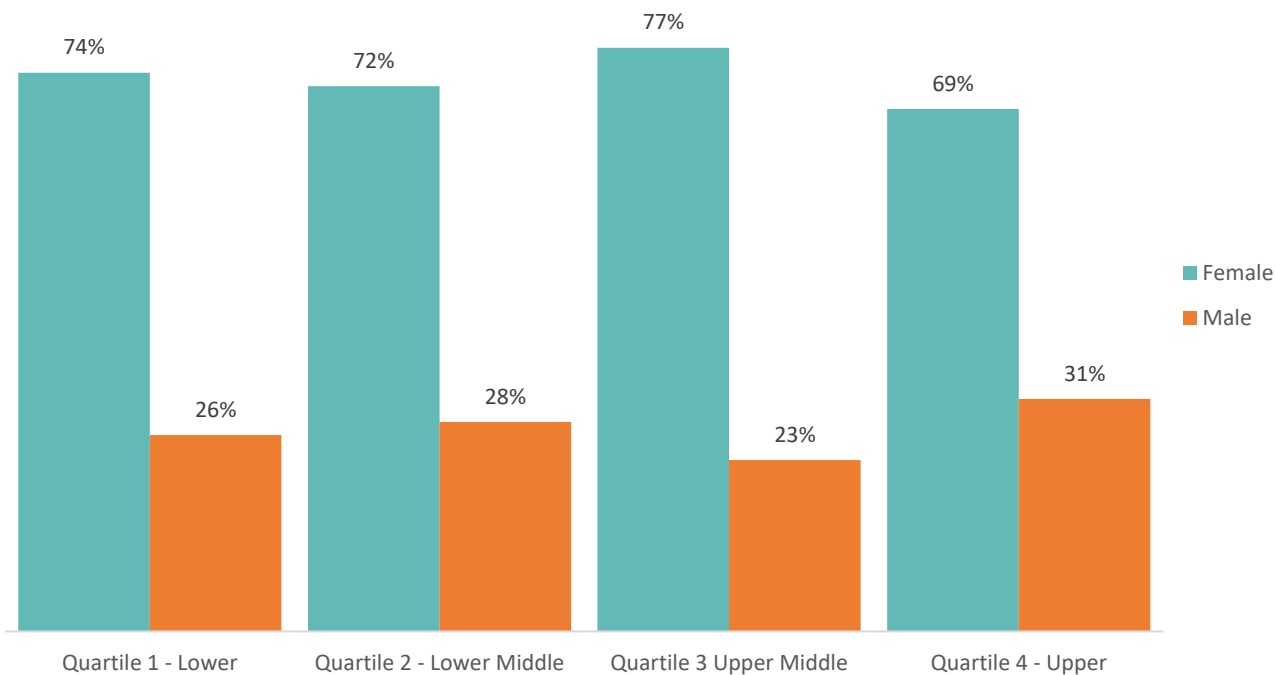
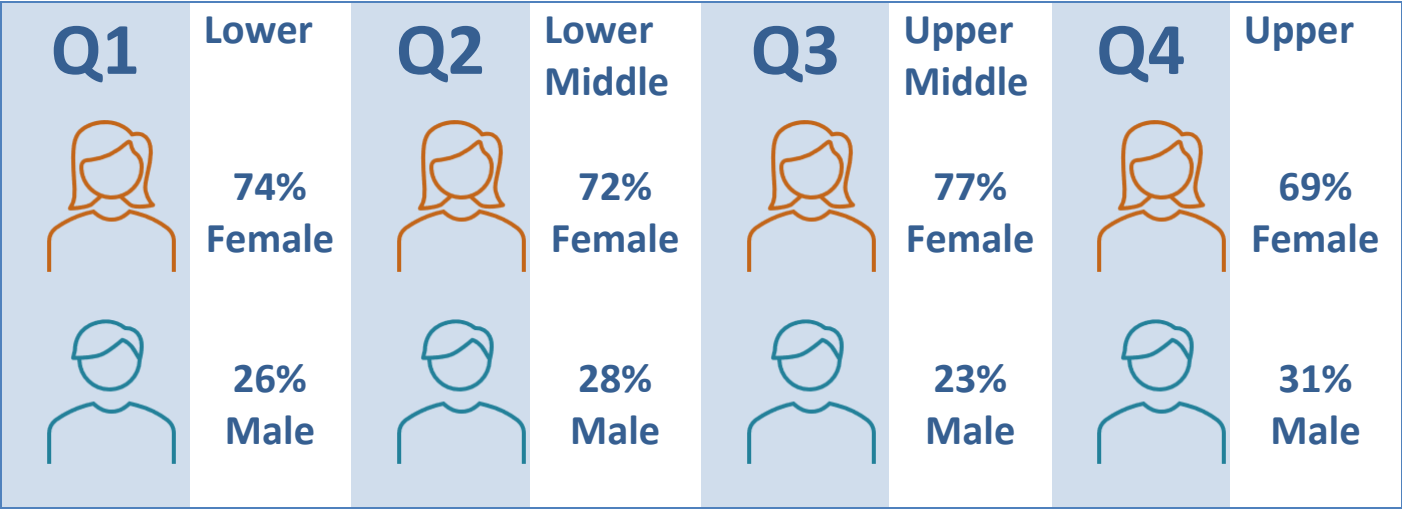


Figure 3 – Hourly Remuneration Quartiles

## 7. OUR GENDER PAY GAP METRICS

Reporting Metric	2025 Result
<b>Mean Hourly Remuneration</b>	
Difference between the mean hourly remuneration of male and female employees expressed as a % of mean hourly remuneration of male employees	<b>26%</b>
Difference between mean hourly remuneration of male and female <b>part time</b> employees expressed as a % of mean hourly remuneration of part-time male employees	<b>32%</b>
Difference between mean hourly remuneration of male and female employees on <b>temporary contracts</b> expressed as a % of mean hourly remuneration of male employees on temporary contracts	<b>17%</b>
<b>Median Hourly Remuneration</b>	
Difference between the median hourly remuneration of male and female employees expressed as a % of mean hourly remuneration of male employees	<b>3%</b>
Difference between median hourly remuneration of male and female <b>part time</b> employees expressed as a % of median hourly remuneration of part-time male employees	<b>-6%</b>
Difference between median hourly remuneration of male and female employees on <b>temporary contracts</b> expressed as a % of median hourly remuneration of male employees on temporary contracts	<b>18%</b>
<b>Mean Bonus Remuneration*</b>	
Difference between the mean bonus remuneration of male and female employees expressed as a % of mean bonus remuneration of male employees	<b>N/A</b>
<b>Median Bonus Remuneration*</b>	
Difference between the median bonus remuneration of male and female employees expressed as a % of median bonus remuneration of male employees	<b>N/A</b>
<b>Bonus &amp; Benefit In Kind (BIK)*</b>	
Difference in the percentages of male/female employees who received bonus and benefit in kind remuneration	<b>N/A</b>

\*Neither bonus payments nor benefit-in-kind apply in Beaumont Hospital.

## 8.0 REASONS ATTRIBUTING TO THE GENDER PAY GAP

### 8.1 Full-Time Staff (26% mean hourly and 3% median hourly)

The metric confirms that the average hourly rate of full-time males is higher than that of full-time females on the snapshot date (↑4% from 2024), with a slight median variance (↑2% from 2024). There are various factors associated with this. As referenced earlier in this report, a small number of high paid staff can have the effect of generating a positive GPG outcome. This can be aligned to our medical staffing (57% male), which are linked to the highest remuneration on the salary scales (59% of our Consultant workforce are males), with the medical staffing workforce increasing by approximately 3% year-on-year. In addition, the introduction of the Public Only Consultant Contract (POCC) nationally, and associated salary increases, will have also impacted the average calculations, with 61% of the consultant workforce on the POCC being male. Another factor to consider is the higher proportion of full-time males within this staff category (58%), relative to females (42%).

These trends for our medical staff are broadly consistent with the HSE National Doctors Training & Planning Medical Workforce Analysis Report, 2024-2025. This confirms a continued growth in the medical workforce in Ireland, noting a growth in the proportion of female doctors in training across all NCHD grades, accounting for 53% of this cohort in 2024.

### 8.2 Part-Time Staff (32% mean hourly and -6% median hourly)

The metric confirms that the average hourly rate of part-time males is higher than that of part-time females on the snapshot date (↑12% from 2024), with a median variance of -6% (↓4% from 2024). There has been a slight increase in our medical workforce availing of part time positions year-on-year. Approximately 14% of the total workforce in Beaumont Hospital avails of part-time or flexible working hours, of which 89% are female. This compares to 73% in 2024. Staff choosing part time working may be less likely to opt for overtime, which based on the required calculations for this report, has reduced their overall hourly rate compared to those that can avail of overtime.

### 8.3 Temporary Staff (17% mean hourly and 18% median hourly)

The gender pay gap results for temporary staff are equivalent year-on-year and are solely attributable to the classification of Non-Consultant Hospital Doctors, (NCHDs). These doctors (56% male) are in training and are mandatorily required to transfer or 'rotate' between various health service employers as a mandatory requirement of their training programme.

The medical staffing category has an overall lower proportion of females (43%), relative to males (57%). They are also on higher salary levels as a consequence of their cumulative salary and overtime entitlements.





## 9.0 HOW WE ARE SUPPORTING GENDER EQUALITY

### 9.1 Fair & Transparent Recruiting processes

As an equal opportunities employer, Beaumont Hospital works to promote a culture of equality and strives to embrace genuine equality of opportunity through our recruitment and selection processes. Our interview boards are gender balanced and receive training, including unconscious bias training.

Employees are paid according to an incremental salary scale underpinned by strict protocols and we offer strong career progression opportunities which are accessible to all employees.

### 9.2 Work-Life Balance

Beaumont Hospital offers a wide range of flexible working and leave options which are available to all employees including blended/remote working arrangements, carer's leave, career breaks, paid maternity and adoptive leave, parents leave, shorter working year schemes and work sharing. We also administer tax saver schemes (cycle to work and public transport) to reduce commuting costs.

### 9.3 Learning & Development

Beaumont Hospital is committed to the continued provision, expansion, enhancement and subsidisation of its learning and development programmes so that all employees can develop to their full potential.

### 9.4 Health & Wellbeing

The health and wellbeing of our employees is paramount. We offer a comprehensive suite of health promotion initiatives and employee assistance programmes to support the needs of all employees including, where necessary, workplace accommodations.

### 9.5 Equality, Diversity & Inclusion

Beaumont Hospital is continually developing as an employer of choice which promotes inclusivity and diversity in accordance with the principles outlined within the Employment Equality Acts and its obligations under the Public Sector Duty, as set out in Section 42 of the Irish Human Rights and Equality Commission Act, 2014.





**Beaumont**  
HOSPITAL