



Tallaght University Hospital

Ospidéal Ollscoile Thamhlachta

An Academic Partner of Trinity College Dublin

# Gender Pay Gap Report 2025

## Contents:

Introduction .....	3
Context .....	3-4
Workforce in TUH .....	4-5
Methodology .....	6
Gender Pay Gap Metrics.....	6-7
Action Plan.....	7

## Introduction

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 employees, we are required under the Gender Pay Gap Information Act 2021 to publish our gender pay figures across a range of metrics. The reporting reference period for this report is for 2025.

## Context

Tallaght University Hospital (TUH) commitment to both its patient and staff is clearly visible in our vision, mission and values of our hospital. A skilled, satisfied and motivated workforce is a prerequisite to high quality care and achieving all the challenging objectives set out in the [Hospital strategy 2025-2030](#). The Hospital is immensely proud of its staff and are working hard to become a 'magnet' organisation that attracts, develops and retains top talent.

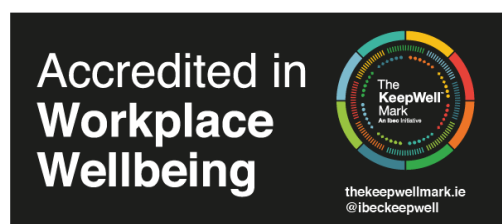
## Our Values



This commitment is evident in everything we do both at an operational and strategic level. At an operational level, Tallaght University Hospital is committed to providing equal opportunities for all employees and those being considered for employment in accordance with Employment Equality Acts 1998 - 2015.

Our recruitment and selection policies and practices are in line with the Commission for Public Service Code of Practice for appointment made to the Civil and Public Service. Other

HR policies such as our Dignity at Work, Employment Equality and Diversity, and Code of Conduct demonstrate the Hospital's commitment to the Health & Wellbeing of our staff.



Commitment to our staff begins once they start working and continues throughout their career pathway with us.

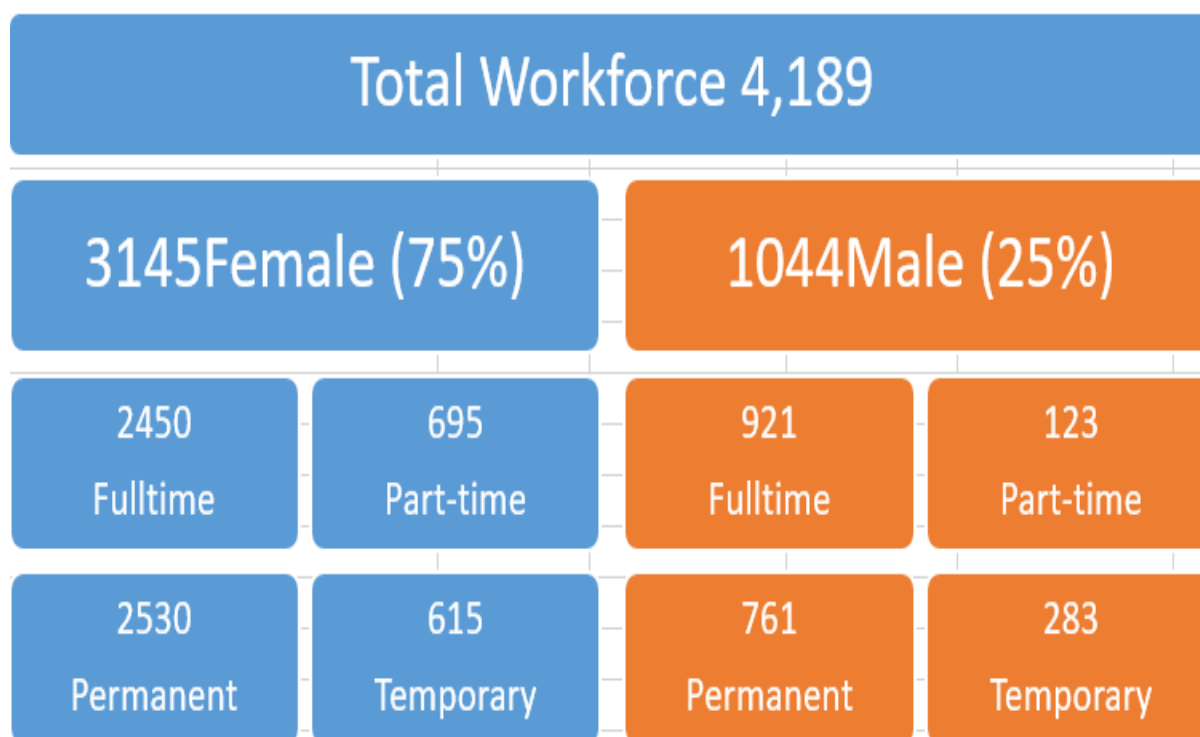
In order to support them through this journey the Hospital has a committed Centre for Learning & Development to ensure every staff members has Access to progress through their career.

Staff can also access the TUH Career Development Hub hosted on HSEland which outlines the competencies, qualifications and training available for roles in the Hospital to support career progression. We also have dedicated Health & Wellbeing Manager supporting wellbeing of all staff throughout the Hospital, our efforts in this area have been recognised with the award of the Keep Well Mark from IBEC.

## Workforce in TUH

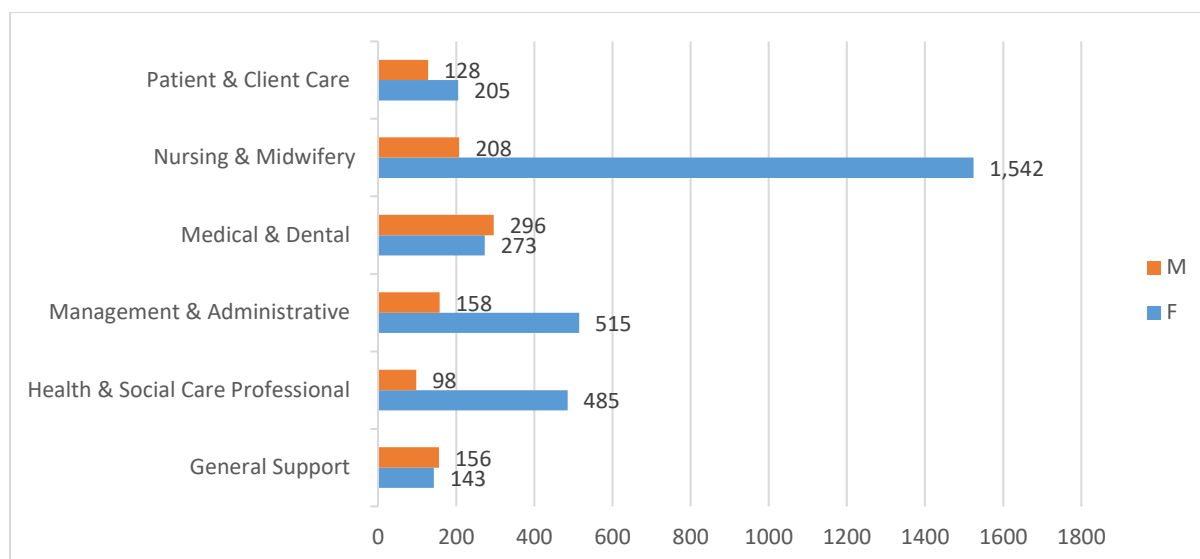
Tallaght University Hospital has a total workforce including students of 4,189 for the purposes of the report. This year 75% are female (3,145) and 25% are male (1,044) as outlined in Table 1 below.

**Table 1: Workforce**



The workforce is classified and reported under six staff categories as outlined in Table 2.

**Table 2: Total number of male and female staff in each division**



**Table 2a: Categories by gender as a percentage**

Division	General Support	Health & Social Care Professional	Management & Administrative	Medical & Dental	Nursing & Midwifery	Patient & Client Care
Female	48%	83%	77%	48%	88%	62%
Male	52%	17%	23%	52%	12%	38%

Compared to 2024 the areas that have seen a slight increase in the number of females are General Support and Management & Admin. The Medical and Dental category has seen the most significant change with an increase of 5.5% in females.

**Table 3: Number of part-time staff in each category and by gender as a percentage**

Division	Total Number of Part-time staff in each Division	% that are Female	% that are male
General Support	119	68.9%	31.1%
Health & Social Care Professional	91	96.7%	3.3%
Management & Administrative	164	95.7%	4.3%
Medical & Dental	43	44.2%	55.8%
Nursing & Midwifery	284	94.7%	5.3%
Patient & Client Care	117	68.4%	31.6%
<b>Total</b>	<b>818</b>		

Part-time staff account for 19% of the workforce which is the same as the previous year.

To note in the Medical & Dental Category - there has been an increase by 10% of part-time staff with a 14% increase in Males working part-time.

## Methodology

The data source for this report, was provided to TUH by the HSE SAP Centre of Excellence (SAP CoE) in November 2024 based on Census Data as of 30<sup>th</sup> June 2025. It is based on the template and the method of calculation set by the SAP CoE. It excludes some of the requirements suggested by the legislation (Bonus Payments and Benefit in Kind) as they are not relevant to staff working in TUH. The data provided was ranked into quartiles. The gender split within each quartile is shown.

Note all data processing was carried out in accordance with the Data Protection Regulations.

## Gender Pay Gap Metrics

**Table 4:**

HOURLY REMUNERATION QUANTILES 2024				
	Quartile 1: Lower	Quartile 2: Lower middle	Quartile 3: Upper middle	Quartile 4: Upper
Male %	29.4%	20.2%	16.7%	33.4%
Female %	70.6%	79.8%	83.3%	66.6%

The distribution across this quartiles reflects the gender distribution ratio of female to male 75:25 across the Hospital. Our Medical category is the most closely gender balanced grouping, noting this category also sits on the highest pay scales applicable within the health service.

**Table 5:**

REPORTING METRIC	RESULT
<b>MEAN HOURLY REMUNERATION</b>	
Difference between mean hourly remuneration of male and female employees expressed as % of mean hourly remuneration of male employees	20.6%
Difference between mean hourly remuneration of male and female part-time employees expressed as % of mean hourly remuneration of part time male employees	16.7%
Difference between mean hourly remuneration of male and female employees on temporary contracts expressed as % mean hourly remuneration of male employees on temporary contracts	26.5%
<b>MEDIAN HOURLY REMUNERATION</b>	
Difference between median hourly remuneration of male and female employees expressed as % of median hourly remuneration of male employees	.3%
Difference between median hourly remuneration of male and female part-time employees expressed as % of median hourly remuneration of part time male employees	-9.6%
Difference between median hourly remuneration of male and female employees on temporary contracts expressed as % of median hourly remuneration of male employees on temporary contracts	24.8%

## **Commentary**

The Hospital offers a range of flexible working options to all staff. All positions are advertised across all categories of staff, at a wide range of salary levels and we only employ a small portion of staff on temporary contracts, the majority of which are our non-consultant Hospital doctors (NCHDs) as their contract types are classified as temporary as they rotate between Hospitals as part of their training.

## **Action Plan – Measure to Address and Minimise Gender Pay Gaps**

TUH is committed to reviewing and analysing this report and its associated data in order to implement appropriate improvement or new policies and practices to address, where possible, gender pay/other resourcing gaps in the Health sector. In addition TUH:

- Ensures continued compliance with equity of pay and promotion in accordance with Department of Health guidelines and best practice.
- Ensures the Hospital's recruitment and onboarding policies and procedures are progressive to promote and accommodate diversity and equality in TUH.
- Assists all staff in developing their Learning & Development pathway through the promotion of the Hospital Centre of Learning & Development department, its comprehensive Learning & Development strategy as well as its Career Development hub.
- Supports staff via family friendly and all other relevant policies and practices which focus on equality and fairness in the workplace.

Ends.