



2025 Gender Pay Report

Irish College Of GPs



Message from our CEO - Mr Fintan Foy



This is our second Gender Pay Gap report, and I am again encouraged by the results. We are making good progress while acknowledging there is still work to be done. The Irish College of GPs has an ongoing commitment to transparency, equity and inclusion. We accept that diversity in all its forms makes us stronger.

Our people are at the heart of everything we do, and we're dedicated to creating a workplace where everyone has the opportunity to thrive, develop and be rewarded fairly. Understanding and addressing our gender pay gap is a vital part of this journey. This 2025 report provides an honest and clear view of where we currently stand.

Like many organisations, our data shows that we have work to do. We continue to take steps, both immediate and long-term, to support greater gender balance and build a more inclusive environment. We know meaningful change takes time, but we're fully committed to making continued progress year after year.

We share this report not only as a requirement, but as a reflection of our values and our promise to hold ourselves accountable. We will maintain our focus to drive change and continue to foster a culture of inclusion and belonging, holding ourselves accountable for our progress.

Introduction

This report seeks to outline the gender pay gap metrics for the reporting period ending 30 June 2025, in compliance with the Gender Pay Gap Information Act 2021.

The snapshot date chosen by the College was the 30th June 2025. A headcount of all employees on this date was carried out, and the gender pay information was calculated based on those employees' remuneration. **See Appendix 1**

The vision of the College is to have 'general practice at the heart of patient care, Irish College of GPs at the heart of general practice and GPs at the heart of the College.' Consequently, we continue to create a culture based on employee wellbeing, inclusion, diversity and equity.

We believe that our ability to innovate on behalf of our members relies on the perspectives and knowledge of people from all backgrounds. We continue to actively recruit and develop people from diverse backgrounds to build a supportive and inclusive workplace, and we take steps to ensure employees have a sense of belonging, value, and opportunity. The College continues to recognise that gender pay gap (GPG) reporting is just one element of a wider strategy to address gender equity. While GPG reporting alone cannot determine or resolve the complex set of causes for these differences, it is a crucial and continues to be welcomed. As we strive to be an employer of choice, we take GPG reporting seriously.

Difference between gender pay gap and equal pay

The gender pay gap is the difference in the average (median and mean) hourly earnings between men and women across a workforce. The pay gap and equal pay are different; Equal pay means that men and women are paid equally where they are doing the same work, similar work or work of equal value.

In the College we are fully committed to equal pay in line with the Employment Equality Act, 1998. Therefore, the presence of a GPG does not mean that there is a difference in pay for men and women in the same roles, it often reflects broader disparities in income across an entire workforce.

Key Findings

The key findings during this period are as follows:

	Mean hourly pay gap	Median hourly gender pay gap	Part-time mean Pay Gap	Upper quartile representation
2025	17.02%	0.00%	4.76%	Near parity
Change from 2024 Report	Up 0.54%	Unchanged	Reduced by 6.66%	Unchanged

The mean hourly gender pay gap has increased slightly by 0.54% compared to 2024.

The mean figure is influenced by higher-paid roles and therefore reflects the distribution of men and women across senior and higher-remunerated positions.

We are delighted that the median hourly gender pay gap remains at 0.00%, indicating that the midpoint hourly pay for men and women is the same. This shows strong pay parity at the median level and indicates that the overall gap is primarily driven by differences at the upper end of the pay distribution rather than widespread pay inequality.

The significant reduction in the mean part-time gender pay gap, decreasing by 6.69% year on year provides evidence that our 2024 plan is working. We are pleased with the progress here while the increase in the temporary contract mean pay gap reflects changes in role mix.

How we are supporting Gender Equality

Equality, diversity and inclusion continue to be a major focus of all the work we do in the College. Examples of how we are addressing this are as follows:

- **WIDE (Wellbeing, Inclusion, Diversity and Equity) Strategy**

In 2024, we launched our WIDE Strategy which places employee wellbeing, inclusion, diversity and equity at the heart of our purpose and approach to delivering the College's overall strategy.

We successfully achieved the Irish Centre of Diversity Silver Award in December 2024 and seek to achieve the Gold Award in early 2026. By seeking to achieve these prestigious awards, we acknowledge that a “one-size-fits-all” approach to managing people does not achieve fairness and equality of opportunity for everyone. As well as treating people with dignity and respect, the College strives to create a supportive environment in which all employees can flourish and reach their full potential, regardless of differences, experience or education.

- **Succession Planning**

We aim for gender diversity in our succession planning. When recruiting, we proactively recommend gender-diverse long and short lists, diverse interview panels, as well as requiring gender-neutral language in job descriptions and Employee Handbook.

- **Reasonable Accommodation**

In 2025 we introduced a Reasonable Accommodation Policy that sets to remove barriers and provides adjustments to enable employees with disabilities, health conditions, or other protected needs to perform their roles effectively. This policy ensures equal access, participation, and opportunity in our workplace. By introducing this we continue to promote an inclusive work environment, comply with legal obligations, and ensure that every employee can contribute to their full potential.

- **Reward Management and Pay Policy**

The College continues to focus on progression, development and workforce planning to support balanced representation at all levels. This is supported by our progressive Reward Management and Pay Policy and transparent Salary Bands which seek to reward employees fairly and transparently and to ensure that

employees have equal opportunity to progress their careers and enhance their earning potential irrespective of gender, civil status, family status, sexual orientation, religion, age, disability, race or membership of the traveller community.

- **Career Development and Leadership Training**

Our commitment to invest in develop talent in the College was supported by funding twelve female managers and subject matter experts to participate in a Leadership Development Programme. Moving forward the emphasis will be on further developing our employees in areas such as coaching, mentoring, emotional resilience and managing teams in a hybrid working environment. In summary, we encourage and support all employees to take ownership of their own development needs aligned to their career aspirations. This is actioned through our Job Chats (our performance management programme)

- **Women's Health**

With the introduction of our Menstruation and Menopause Wellbeing Policy in 2025, we show commitment to fostering a supportive, inclusive, and understanding workplace environment for all employees. We recognise that menstruation and menopause are natural life events that can affect employees' physical, mental, and emotional wellbeing. We offer guidance on supporting employees who experience menstrual and menopausal symptoms, ensuring their comfort and dignity at work, and fostering a culture of openness.

- **Employee Assistance Programs (EAP)**

We provide access to confidential counselling and mental health services, financial and legal supports as well as career coaching and mentoring.

- **Work-Life Integration**

The College supports work-life integration by promoting flexible working hours, enabling employees to manage professional and personal responsibilities in a way that fosters productivity and enhances their well-being. This is further supported by the introduction of our Hybrid Working Strategy in late 2025.

Conclusion

The College is proud of the progress made in narrowing, and in the current period, reversing the gender pay gap.

Our data for 2025 demonstrates that women are well represented but also fairly rewarded across the College. We will continue to build on this strong foundation, striving to preserve and extend equal opportunities for all staff through evidence-based action and continuous improvement.

Appendix 1

Gender Pay Gap information Act 2021 Reporting Requirements (Snapshot date 30 June)

30-Jun-25 30-Jun-24

Gender pay gap requirements Percentage

1. Mean hourly gender pay gap (All)	17.02%	16.48%
2. Mean hourly gender pay gap (Part-Time)	4.76%	11.45%
3. Mean hourly gender pay gap (Temporary contract)	8.75%	3.64%
4. Median hourly gender pay gap (All)	0.00%	0.00%
5. Median hourly gender pay gap (Part-Time)	0.00%	1.73%
6. Median hourly gender pay gap (Temporary contract)	0.00%	0.00%
7. Mean hourly performance related bonus gender pay gap (All).	14.29%	100.00%
8. Median hourly performance related bonus gender pay gap (All)	0.00%	100.00%
9. Percentage of employees per gender to receive a performance related bonus remuneration	3.57% (M) 1.33% (F)	0.95% (M) 0.00% (F)
10. Percentage of employees per gender to receive benefit-in kind	2.38% (M) 5.33% (F)	0.95% (M) 4.27% (F)
11. Percentage of employees within lower remuneration quartile	10.34% (M) 89.66% (F)	7.69% (M) 92.31% (F)
12. Percentage of employees within lower middle remuneration quartile	44.82% (M) 55.17% (F)	54.72% (M) 45.28% (F)
13. Percentage of employees within upper middle remuneration quartile	38.98% (M) 61.02% (F)	34.62% (M) 65.38% (F)
14. Percentage of employees within upper remuneration quartile	49.15% (M) 50.85% (F)	44.44% (M) 55.56% (F)