



Gender Pay Gap Report 2025

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Summary Table

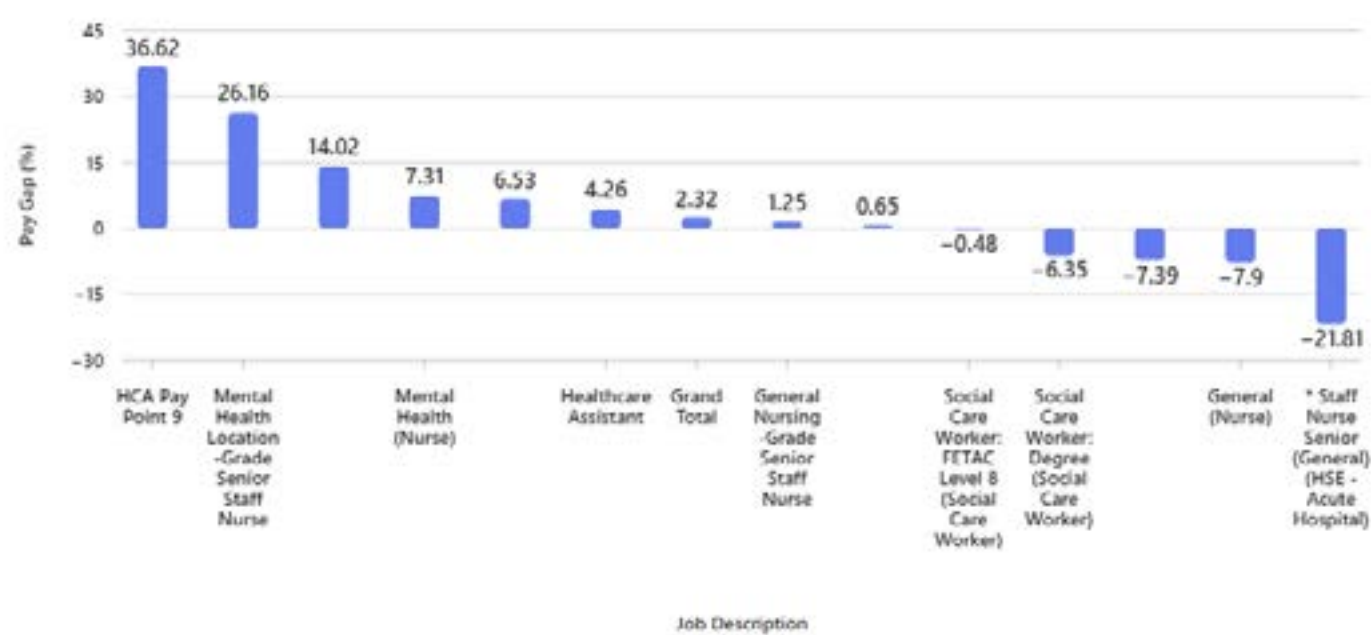
Job Description	Female Avg Pay	Male Avg Pay	Pay Gap %
HCA Pay Point 9	16.63	26.24	36.62%
Mental Health Location - Grade Senior Staff Nurse	33.59	45.49	26.16%
Psychiatric Nurse (Nurse)	36.58	42.54	14.02%
Mental Health (Nurse)	37.27	40.20	7.31%
Staff Nurse - General (HSE - Acute Hospital)	45.33	48.50	6.53%
Healthcare Assistant	20.84	21.77	4.26%
General Nursing - Grade Senior Staff Nurse	37.20	37.67	1.25%
Specialist Nursing - Grade Senior Staff Nurse	35.65	35.88	0.65%
Social Care Worker: FETAC Level 8	22.33	22.22	-0.48%
Social Care Worker: Degree	23.80	22.38	-6.35%
Intellectual Disability Nurse	39.02	36.33	-7.39%
General (Nurse)	41.29	38.27	-7.90%
Staff Nurse Senior (General) (HSE - Acute Hospital)	44.00	36.12	-21.81%

(Negative % means females earn more than males)

Key Insights

- Highest Pay Gap (favouring males):
 - HCA Pay Point 9: 36.6% gap.
 - Mental Health Senior Staff Nurse: 26.2%.
- Roles with near parity: Specialist Nursing Senior Staff Nurse (0.65% gap).
- Roles favouring females:
 - Staff Nurse Senior (General): -21.8%.
 - General (Nurse): -7.9%.

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The above data was compiled relating to candidates that were employed as at the 30th June 2025 and takes into account the previous year's earnings for them.