Comhairle na
nDochtúirí Leighis
Medical Council

Gender Pay Gap Report 2025

The Medical Council is the regulatory body for doctors. It has a statutory role in protecting the public by promoting the highest professional standards amongst doctors practising in the Republic of Ireland.

The Council has a majority of non-medical members. The 25-member Council consists of 13 non-medical members and 12 medical members.

The Medical Council maintains the Register of Medical Practitioners - the Register of all doctors who are legally permitted to carry out medical work in Ireland. The Council also sets the standards for medical education and training in Ireland. It oversees lifelong learning and skills development throughout doctors' professional careers through its professional competence requirements. It is charged with promoting good medical practice. .The Medical Council is also where the public may make a complaint against a doctor.

1. Introduction

The Medical Council (MC) acknowledges the value of diversity and gender parity in our workplace. At the MC, we're dedicated to promoting gender equity and building a working environment where everyone has equal opportunities to succeed. This report provides a transparent overview of our gender pay gap and the steps we are taking to address it.

The provision of equal pay between men and women is an issue of significant policy concern. In response to this, the Government passed the Gender Pay Gap Information Act in July 2021. From 2025 onwards all organisations with over 50 employees are required to report on their Gender Pay Gap. This the MC's first year of reporting on its Gender Pay Gap (GPG).

The Gender Pay Gap Information Act 2021 introduced the legislative basis for GPG reporting in Ireland and requires organisations to report on their hourly GPG.

Organisations with over 50 employees are required to report by selecting a "snapshot" date in the month of June to base their reporting. The snapshot date chosen by the MC is the 30th of 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 between 1st July 2024 and 30th June 2025.

At the snapshot date the MC had a total of 139 employees, 99 of which were female and 40 were male.

The employment profile and the gender pay gap profile for the reporting period are presented in this report. **The MC has a mean gender pay gap of 2.98% in favour of men and a median pay gap of -5.69% in favour of women**. The report provides an examination of the reported pay gap and the steps being taken to address it.

The Gender Pay gap applies to all men and women in the workforce regardless of their job or their level of responsibility. It is important to clarify that the gender pay gap is not the same as unequal pay. Paying women less than men for the same job, purely on account of their gender, is illegal and is outlawed by equality legislation.

2. Definitions

Gender Pay Gap (GPG): The gender pay gap is usually represented as the average difference in gross hourly earnings of men and women, expressed as a percentage of men's average gross hourly earnings. A positive gender pay gap 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 the reverse that, on average, men are in a less favourable position than women.

Relevant date: means the date, in the month of June each year that is selected by a relevant employer for the purposes of the report.

Relevant employee: means a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the relevant employer on the snapshot date.

Relevant employer: means an employer with over 50 employees on the snapshot date.

Relevant pay period: means the period of 12 months ending on the snapshot date.

Working hours: means the hours when a relevant employee is available, or required to be available, at or near his or her place of employment for the purposes of working.

Employee Hourly Rate: The hourly remuneration of an employee is calculated by dividing the employees total ordinary pay in respect of the reporting period by the hours worked for that period. Ordinary pay includes: the normal salary paid to the employee; allowances; overtime; pay for sick leave; any salary top-ups for statutory leave such as maternity / paternity / parents leave.

Mean Hourly GPG: The mean gender pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

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

Quartiles: Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage.

Snapshot Date: Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date must be in June but may be any date in June.

Equal pay: The principle of equal pay does not mean that all workers must be paid equally; it means that any pay differences must be based on objective criteria, not related to gender.

Ordinary pay: means the following types of remuneration, payable to a relevant employee, before any statutory deductions are made –

a) Basic pay,
b) Allowances,
c) Overtime pay,
d) Pay for sick leave,
e) Any salary top-ups for statutory leaves like maternity leave/paternity leave/parent's leave/adoptive leave,

But does not include -
a) Remuneration referable to redundancy or termination of employment, or
b) Remuneration other than money
c) Bonus payments, which are not applicable in the sector.

Part-time working: A part-time employee in Ireland is defined in law as an employee whose normal hours of work are less than the normal hours of work of an employee who is a comparable employee. For this paper anyone whose full-time employment status (FTE) is less than one is assumed to be working part-time. Part-time does not include anyone who is on or has taken unpaid leave during the reporting period, for example parental leave.

3. Data

3.1 Source of Data

The data for this report was extracted from the Finance payroll system and cross checked to People and Cultures records. Based on the information extracted, the necessary computations and compilations could be completed.

3.2 Adjustments and approximations

On the snapshot date of 30th June 2025, the total sanctioned headcount of the MC was 147. The actual number of employees in place was 139.

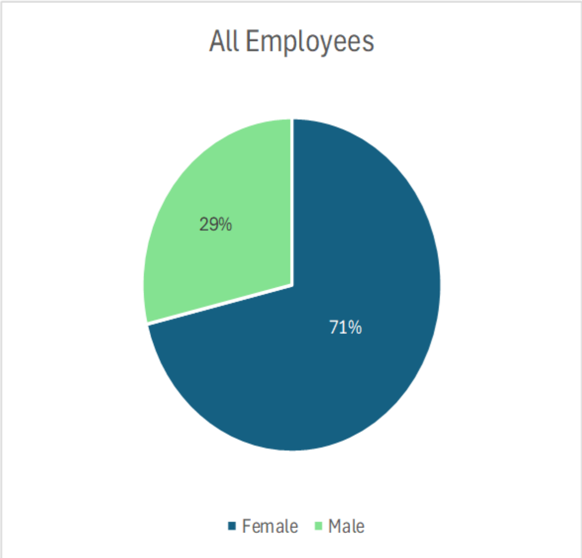
- Employees on unpaid leave, such as career breaks (i.e. employees who are on career breaks for over 12 months), who have received no pay during the reporting period are included in the headcount, but not included in the report.
- Employees on secondment to the MC but paid by other organisations are not included in this report, nor are Agency Temp staff.
- Employees on sick leave are included in the report.

3.3 Data Protection

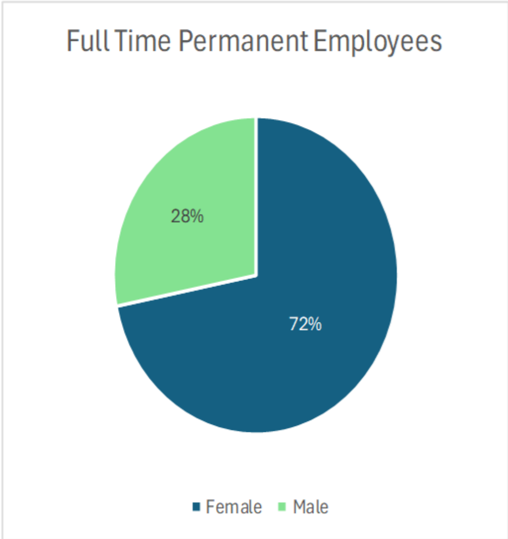
The data was compiled by members of the Finance unit in conjunction with officers from the People and Culture team. All data used for producing this report was processed by employees who would have access to this data as part of their daily duties in the MD. All statistics provided in this report are combined and do not identify individuals.

4. Employment Profile

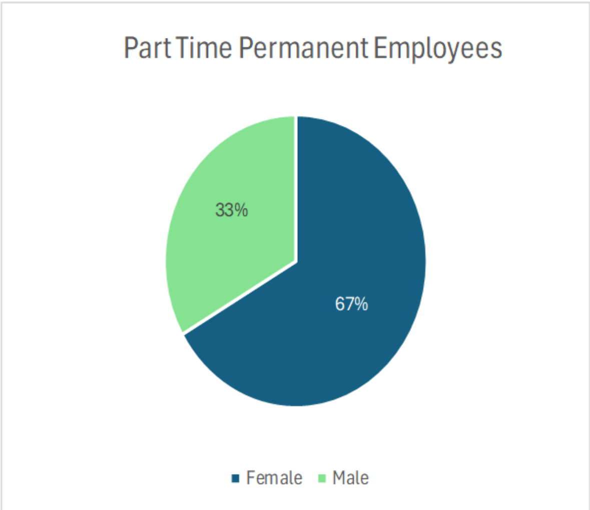
At the snapshot date the MC had a total of 139 employees, 99 of which were female and 40 were male.



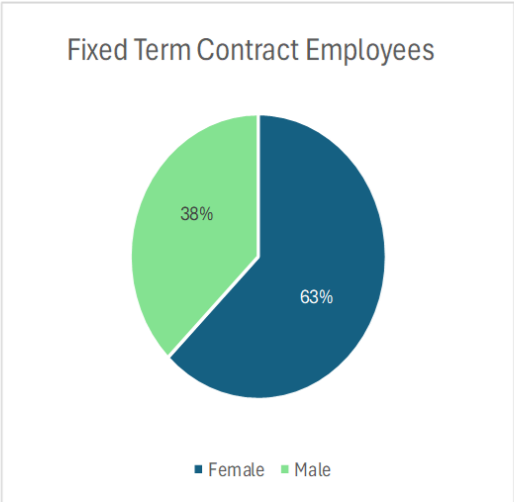
All Employees - 139. Female 99 Male 40



Full Time Employees - 128. Female 92 Male 36



Part Time Employees - 3. Female 2 Male 1



Fixed Term Employees - 8. Female 5 Male 3

5. Gender Pay Profile

The GPG is the difference in the average hourly wage of males and females across a workforce. The GPG using the mean hourly rate for the reporting period was 2.98% in favour of male employees. The GPG using the median hourly rate was -8.98% in favour of women.

The Gender Pay Gap Information Act 2011 requires organisations to provide the Mean Gender Pay Gap % and the Midian Gender Pay Gap % across three different categories:

- All Employees
- Part-Time Employees
- Temporary Employees (Fixed Term Employees)

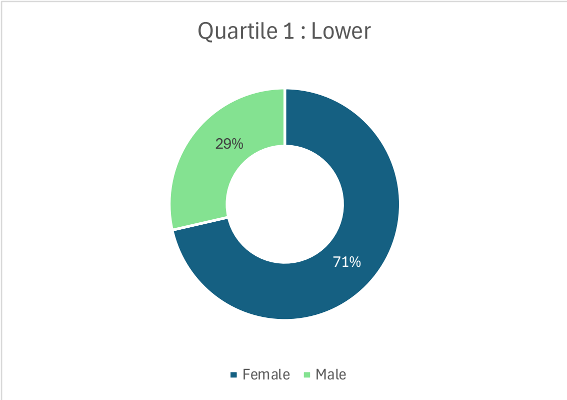
	Gender Pay Gap in Hourly Remuneration			
	Mean	%	Median	%
All Employees		2.98%		-5.69%
Part Time Employees		-197.00%		-197.05%
Temporary (Fixed Term) Employees		-64.96%		-14.67%

Gender Pay Profile

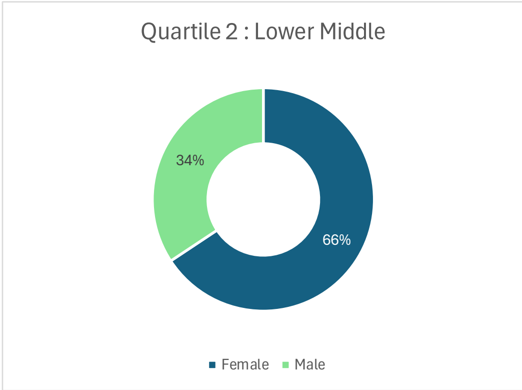
Employees were organised into quartiles based on hourly remuneration of all male and female full- time employees: lower, lower middle, upper middle and upper.

The proportion of male and female full-time employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time or temporary employees.

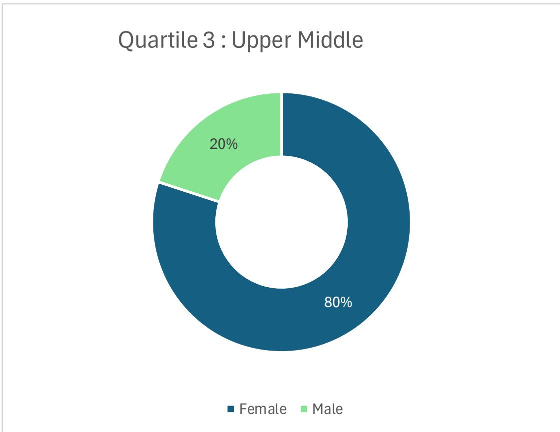
Population by Pay Quartiles	Quartile	Male	Female
Lower	1	29%	71%
Lower Middle	2	34%	66%
Uppper Middle	3	20%	80%
Upper	4	32%	68%



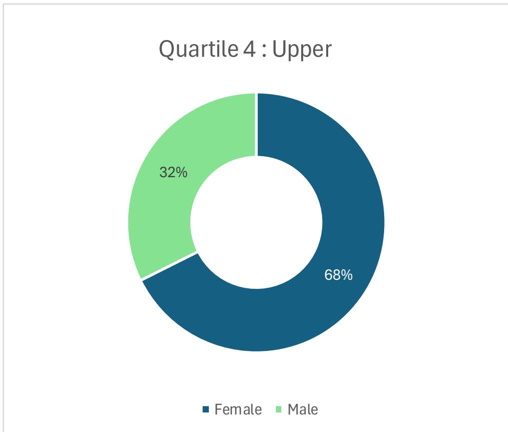
Quartile 1 - 35. Female 71% Male 29%



Quartile 2 - 35. Female 66% Male 34%



Quartile 3 - 35. Female 80% Male 20%



Quartile 4 - 34. Female 68% Male 32%

6. Impacting Factors on GPG & Analysis

As mentioned, this report does not look at equal pay. Every employee, regardless of gender, is paid equally for work that is the same or similar or for work of equal value. However, differences between what employees are paid can be impacted by several complex factors including:

- **Occupational segregation –** some job categories or occupations may have traditionally attracted more females than males or vice versa.
- **Length of service –** incremental pay increases may mean that new joiners are paid less than more experienced employees. Staff move up their pay scale until they reach the maximum point on the scale.
- **Working patterns –** full-time and part-time work. It may be that more females than males seek part-time work or career breaks and although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
- **Gender breakdown of senior roles at higher salaries –** a small number of higher paid employees can affect the average figures
- **Gender breakdown of lower paid roles –** a large number of lower paid employees can affect the average figures.

If an organisation reports a positive gender pay gap, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females.

If an organisation reports a negative gender pay gap, 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 pay 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 the Medical Council the distribution of employees across the four Quartile Pay Bands helps us examine pay at different levels of the organisation. The split for each of the four Quartiles is broadly in line workforce demographics, although there is a slight increase in the female population in Quartile 3: Upper Middle.

Due to the nature of pay scales, some of the GPG is due to the number of relevant years' service, and the relevant public sector experience of individuals in employment.

7. How we Support Gender Equality

- As an equal opportunities' employer, we work to promote a culture of equality, and we strive to embrace genuine equality of opportunity through our recruitment and selection process which are open to all.
- Employees are paid according to an incremental salary scale, and we offer career progression opportunities which are open to all employees.
- We support our people to maintain a healthy, flexible work-life balance by offering many supports and leave opportunities, for example, paid Maternity Leave & Adoptive Leave, paid Paternity Leave, Parent's Leave, Force Majeure Leave and Carer's Leave.
- Blended work is part of our Ways of Working policy with flexible options to combine office and home working.
- We provide access to the Cycle to Work Scheme and the Tax Saver Scheme to reduce commuting costs.
- We are committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential. All employees are actively encouraged to pursue education opportunities funded by a centrally managed Training Budget.
- We also offer a comprehensive employee occupational health programme including access to an Employee Assistance Programme, Health Screening, Health and Wellbeing webinars, Flu Vaccine Clinics etc.

As this is our first year of reporting, we will examine the trends in our reports over time and look to work towards closing the GPG. We look forward to working with our employees on these issues in the time ahead.