



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

CORU Gender Pay Gap Report

2024 - 2025

An Chomhairle um Ghairmithe Sláinte agus Cúraim Shóisialaigh
Health and Social Care Professionals Council



Introduction

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap. Under recent amendments to legislation, organisations with more than 50 employees are now required to report by selecting a “snapshot” date in the month of June to base their reporting.

The snapshot date chosen by CORU was 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 30th of June 2024 and 30th of June 2025.

Employment Profile

Headcount on 30 June 2025:

Male	39
Female	57
Other	1

Gender Pay Gap Profile

Figures as of 30 June 2025

Permanent

Grade	Male	Female	Other	Total No.
POH		1		1
APH		1		1
AP	1	6		7
HEO	11	9	1	21
EO	14	23		37
CO	10	11		21

Temporary

Grade	Male	Female	Other	Total No.
EO	1			1
CO	1	4		5

Part-Time

Grade	Male	Female	Other	Total No.
EO		2		2



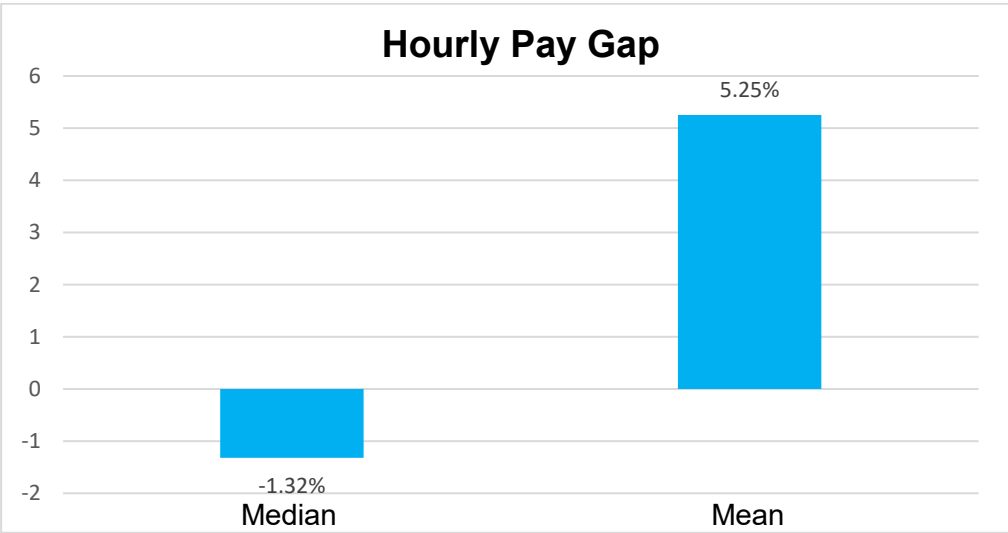
Headcount Distribution

Our workforce comprises 59% female and 41% male employees, reflecting a predominantly female workforce and demonstrating the strong representation of women across the organisation.

Diversity of perspective is an important strength for CORU. A diverse and representative workforce supports collaboration, innovation and effective decision-making, while helping to create an environment where employees feel valued, supported and empowered to contribute and progress. The composition of our workforce reflects our ongoing commitment to equality, diversity and inclusion. While these figures are positive, they also reinforce the importance of continuing to foster an inclusive workplace that supports balanced representation and equal opportunities for all employees.

CORU remains committed to supporting balanced representation across all functions, particularly within specialist, corporate and technical roles where gender representation may vary. We will continue to promote equal access to recruitment, development and career progression opportunities and ensure that our organisational practices support a diverse, inclusive and representative workforce into the future.

Hourly Pay



The mean gender pay gap for hourly pay in CORU is -3.5%, while the median gender pay gap is 2%.

These figures indicate that average hourly earnings are slightly higher for women than for men, while median hourly earnings are slightly higher for men than for women. The relatively small differences between the mean and median measures suggest a broadly balanced distribution of pay across the organisation.



Overall, the results do not indicate a significant gender-based pay disparity at an organisational level. The differing mean and median outcomes reflect the distribution of earnings across the workforce rather than a consistent advantage for either gender.

The results indicate that CORU has maintained a broadly balanced pay profile, with only minor variations in hourly earnings between male and female employees.

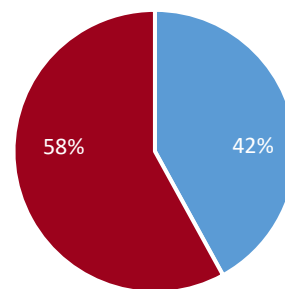
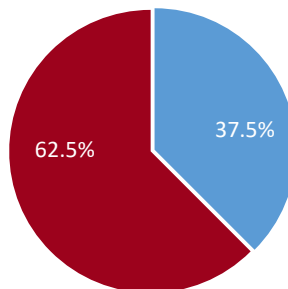
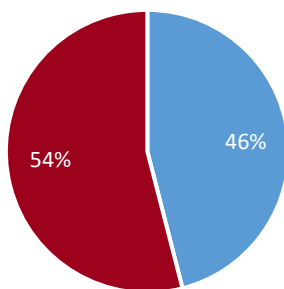
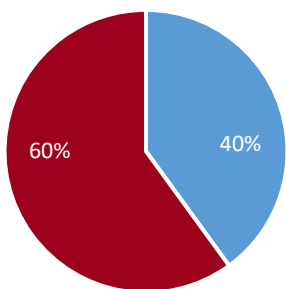
Quartile Distribution

Lower Quartile

Lower Middle Quartile

Upper Middle Quartile

Upper Quartile



■ Female ■ Male

Quartile	Men	Women	% Men	% Women
Upper	10	14	42%	58%
Upper Middle	9	15	38%	63%
Lower Middle	11	13	46%	54%
Lower	10	15	40%	60%

The pay quartile data demonstrates that women are represented across all levels of the organisation and comprise most employees within each quartile. Female representation ranges from 54% in the Lower Middle Quartile to 62.5% in the Upper Middle Quartile, with women accounting for 58% of employees in the Upper Quartile. These figures indicate that women are well represented across both lower and higher-paid roles within CORU and do



not suggest any significant gender imbalance in the distribution of employees across the organisation's pay structure.

Commitment to Progress

CORU is committed to maintaining a fair, inclusive and equitable workplace where all employees have equal opportunities to succeed, develop and progress. The findings of this report demonstrate strong female representation across the organisation and a broadly balanced pay profile, with no evidence of a significant gender-based pay disparity at an organisational level.

While these results are encouraging, we recognise the importance of ongoing review and continuous improvement. We remain committed to promoting equality of opportunity and ensuring that our policies, practices and workplace culture support a diverse and representative workforce.

To support this commitment, CORU will:

- Continue to monitor gender pay gap data and workforce demographics to identify trends and inform future actions.
- Promote equitable recruitment, selection and promotion processes based on transparent and objective criteria.
- Continue to support equal access to learning, development and career progression opportunities for all employees.
- Encourage balanced representation across all functions and levels of the organisation, particularly in specialist, corporate and technical roles where gender representation may vary.
- Maintain inclusive workplace practices that support employee wellbeing, engagement and career development.
- Regularly review people policies and practices to ensure they remain fair, inclusive and free from bias.

CORU is committed to fostering a workplace where diversity is valued, inclusion is championed and all employees can reach their full potential. As our organisation continues to evolve, we will build on the positive foundations reflected in this report and continue to promote a culture of equality, fairness and respect for all.