



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

CORU Gender Pay Gap Report

2025 - 2026

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 2026. 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 2025 and 30th of June 2026.

Employment Profile

Headcount on 30 June 2025: 102

Male	41
Female	60
Other	1

Gender Pay Gap Profile

Figures as of 30 June 2026

Permanent

Grade	Male	Female	Other	Total No.
POH		1		1
AP	1	5		6
HEO	13	12	1	26
EO	16	23		39
CO	9	18		28

Temporary

Grade	Male	Female	Other	Total No.
CO	1			1

Part-time

Grade	Male	Female	Other	Total No.
EO		2		2



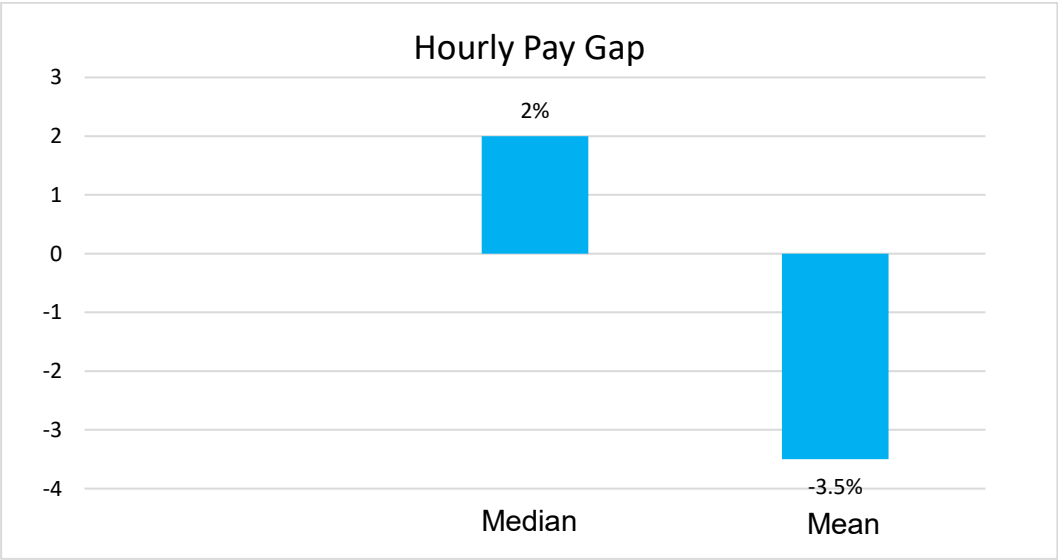
Headcount Distribution

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.

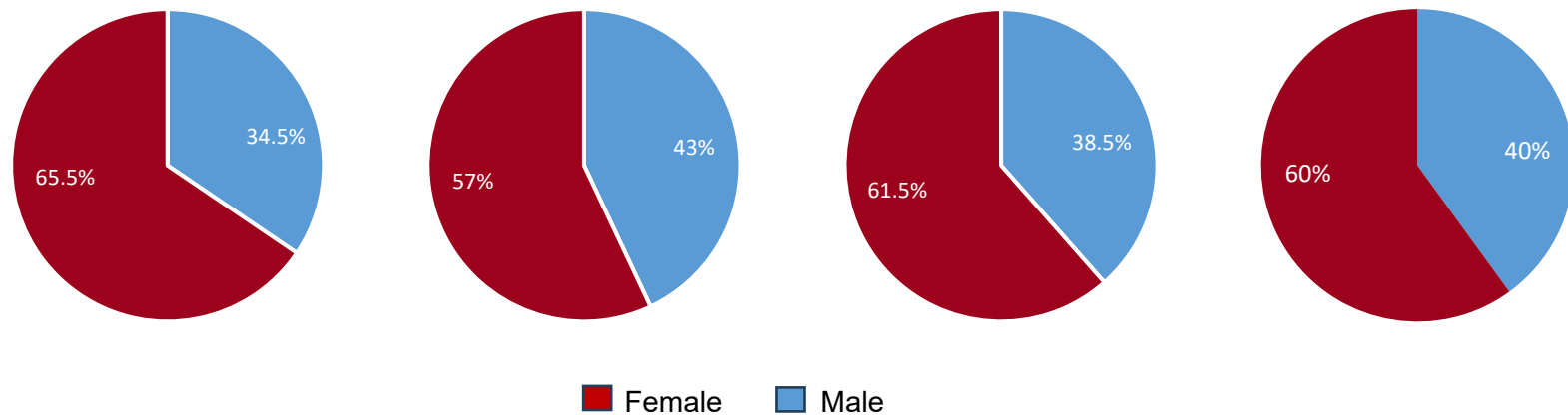
Quartile Distribution

Lower Quartile

Lower Middle Quartile

Upper Middle Quartile

Upper Quartile



Quartile	Men	Women	% Male	% Female
Upper	10	15	40.0%	60.0%
Upper Middle	10	15	38.5%	61.5%
Lower Middle	11	15	43.0%	57.0%
Lower	9	17	34.5%	65.5%

The pay quartile analysis demonstrates that women are well represented across all levels of the organisation. Female employees comprise the majority of employees within each pay quartile, accounting for 65.5% of the Lower Quartile, 57% of the Lower Middle Quartile, 61.5% of the Upper Middle Quartile and 60% of the Upper Quartile. This



distribution indicates that women are represented across both lower and higher-paid roles and are not concentrated disproportionately within any single pay quartile.

The quartile data is consistent with CORU's overall workforce profile, where women represent 59% of employees, and supports the finding that there is no significant gender-based pay disparity at an organisational level.

Commitment to Progress

CORU is committed to maintaining a diverse, inclusive and equitable workplace where all employees have equal opportunities to develop, progress and succeed.

The pay quartile analysis demonstrates strong female representation across all levels of the organisation, including within the Upper Quartile, which contains the highest-paid employees. These findings indicate that women are well represented throughout CORU and are not disproportionately concentrated within any particular pay quartile.

While the results are positive, CORU recognises the importance of continuous improvement and ongoing monitoring to ensure that equality of opportunity remains embedded across all aspects of employment.

To support this commitment, CORU will:

- Continue to monitor workforce demographics and gender pay gap data on an annual basis.
- Promote fair, transparent and objective recruitment, promotion and reward practices.
- 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 and technical roles where workforce demographics may vary over time.
- Review policies and practices regularly to ensure they remain inclusive, equitable and free from bias.
- Foster a workplace culture where diversity is valued, inclusion is promoted and all employees are supported to reach their full potential.

CORU remains committed to building on these positive outcomes and ensuring that our workplace continues to reflect the principles of equality, fairness and inclusion that underpin our organisation.