

Gender Pay Gap Report

November 2025

Sláinte Leanaí Éireann



Children's Health Ireland

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CHI | Crumlin | Temple Street | Tallaght | Connolly



CHI GENDER PAY GAP REPORT

Executive Summary

In line with the Gender Pay Gap Information Act (2021), this report details Children's Health Ireland's Gender Pay Gap Report 2025.

As CHI employees are paid within national consolidated pay scales, there is no gender pay gap for CHI employees in the same roles, with the same tenure.

In line with CHI's previous Gender Pay Gap Reports and the wider HSE Gender Pay Reports, the average and median hourly salary of CHI's male employees is more than their female colleagues. Of interest, detailed analysis identified that the variance in average male and female hourly salary in CHI is primarily driven by the composition of the Medical/Dental workforce. In fact, when the Medical/Dental workforce is excluded, CHI's male employees earn on average 0.2% more per hour than their female colleagues.

While the majority of CHI's medical consultants are female, CHI's male consultants represent a higher proportion of the male workforce than their female counterparts. As such, their higher salaries also have a larger impact on the average male hourly salary than their female counterparts.

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Context

The following data has been collated to ensure compliance with the Gender Pay Gap Information Act (2021). The data reflects active CHI employees on **June 30th, 2025**. The below calculations are based on payroll information from 01.07.2024 – 30.06.2025 (12-month period up to June 30th), and reflect employees ordinary pay, as defined by the regulation.

Average



€52.83

Per Hour



€39.56

Per Hour

CHI's male employees earn on average **33.6%** more than their female colleagues per hour, an increase from 32.9% in the last reporting period.

Median



€37.68

Per Hour



€34.11

Per Hour

CHI's median male hourly salary is **10.5%** higher than the median female salary per hour, an increase from 9.0% in the last reporting period.

Quartile Range

Quartile	% Female	% Male
Quartile 1	82.2%	17.8%
Quartile 2	88.9%	11.1%
Quartile 3	89.8%	10.2%
Quartile 4	71.6%	28.4%

Examining the proportion of males/females in each quartile - with Quartile 1 reflecting the lowest 25% of earners and Quartile 4 the highest 25% of earners, highlights that differences in the average hourly salary can be attributed to male employees being employed in more senior or higher paying roles. Considering that **83.1%** of the overall workforce are **female** and **16.9%** are **male**, male employees make up 28.4% of the highest earning quartile.

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Workforce Differences

CHI employees are paid within national consolidated pay scales. As a result, there is no gender pay gap for CHI employees in the same roles, with the same tenure.

While male employees earn on average **33.6%** more than their female colleagues per hour in CHI, when the Medical/Dental workforce is excluded, male employees earn on average **0.2%** more per hour than their female colleagues (female employees earned on average the same as their male colleagues in the last reporting period in this cohort).

Average
(excl. Medical/Dental)



€33.82
Per Hour



€33.73
Per Hour

CHI's Male employees earn on average **0.2%** more than their female colleagues per hour in this cohort.

The variance in the overall average (i.e. when the **Medical/Dental** workforce is included) is primarily due to the number of male and female consultants. While the proportion of females in this workforce has steadily increased over the last 20 years, CHI's male consultants earn on average **3.6%** more than their female colleagues (compared to 6.6% more per hour in the last reporting period).

- While the majority of CHI's consultants are female (**62.1%**), **14.7%** of CHI's male workforce are consultants whereas only **4.9%** of CHI's female workforce are consultants.
- As consultants are among CHI's highest earners, their higher wages have a greater impact on the overall male average than they do on the overall female average.
- The introduction of a standard national contract for consultants will over time create an equal balance with this cohort.

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Additional Insights

Bonus & BIK Remuneration

As public sector employees, CHI employees do not receive bonuses so statistics on mean, median and percentage of employees provided with bonus' do not apply. Similarly, BIK was deemed as being not relevant to CHI and therefore no calculations carried out in this regard.

Part-time Staff

Male part-time employees earn on average **40.1%** more per hour than their female colleagues, an increase from 28.2% last year. This is impacted by a greater number of female staff working part-time (**23.4%**), compared to **5.4%** of CHI's male employees. The median female part-time employee hourly salary is **5.3%** more than their male colleagues. Last year, the median female part-time employee hourly salary was 5.2% more than their male colleagues. Staff choosing part time working may be less likely to opt for overtime, which based on the required calculations for this report, has reduced their overall hourly rate compared to those that can avail of overtime, which may contribute to the GPG.

Temporary Staff

Male temporary employees earn on average **28.5%** more per hour than their female colleagues, an increase from **26.8%** last year. The median male temporary employee hourly salary is **29.7%** more than their female colleagues, a decrease from 30.1% last year. These results can in part be explained by a higher proportion of the male workforce in temporary training posts, when compared to the overall CHI rate. For example, NCHDs and medical interns are both on temporary contracts as they rotate across the health system as part of their education and training. **54.0%** of CHI's temporary male workforce are NCHDs and medical interns, whereas only **32.5%** of CHI's temporary female workforce are NCHDs and medical interns.

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Appendix

Methodology

The following steps were undertaken to extract employee level data for gender pay reporting;

1. Identification of active employees from all CHI sites, as at June 30th, 2025.
2. Extraction of payroll information for the reporting reference period of July 1st, 2024, to June 30th, 2025 (12-month period up to report key date).
3. Grouping of all payroll values paid to employees that fall under the heading of 'Ordinary Pay' including Basic Pay, Overtime, Allowances and Premia.
4. Extraction of employee Planned Time Hours, Overtime Hours and Unpaid Hours as relevant to payroll.
5. Calculation of an Hourly rate, by employee, by dividing the Ordinary Pay Amount by the Pay Hours.
6. Sorting of all employees by Hourly Rate to create the Quartiles required for Gender Pay Gap Reporting.

The extraction of the above data from the CHI SAP systems enabled the required calculations to be carried out. All data processing was carried out in accordance with Data Protection Regulations and undertaken by authorised staff across HSE SAP COE and HSE National Human Resources, who ordinarily have authorised access to this data in the course of their daily duties. All data presented is aggregated with no data in this report identifiable to any individuals.