

UPMC Gender Pay Gap Report

2025



UPMC

IRELAND

Since 2006, UPMC has been proud to deliver high-quality healthcare services across Ireland. Our network includes UPMC Whitfield Hospital in Waterford, UPMC Aut Even Hospital in Kilkenny, UPMC Kildare Hospital in Clane, and UPMC Sports Surgery Clinic in Dublin. We also operate UPMC Hillman Cancer Centres in Waterford and Cork, outpatient facilities in Carlow and Mallow, and UPMC Sports Medicine Clinics in Waterford, Limerick, Tipperary, Mayo, and Cork.

At UPMC, our mission is to serve our communities by providing exceptional patient care while shaping the future of healthcare through innovation, research, and education. We are dedicated to expanding access to care across Ireland and recognise the importance of ensuring our workforce reflects the communities we serve. By valuing different perspectives and experiences, we foster a culture of openness, collaboration, and innovation that drives our continued success.

Our team of more than 1,700 professionals is committed to delivering life-changing medicine every day. UPMC Ireland actively promotes inclusion and respect by ensuring equality of opportunity, fair treatment, and dignity for all employees, regardless of age, gender, religion, or background. We embed these principles within our talent attraction, retention, and rewards strategies, and through our ongoing efforts to strengthen a culture of inclusion at every site.

We continue to view this work as an ongoing journey, and each year we renew our commitment to progress. By publishing this report, we hold ourselves accountable to these values and reaffirm our dedication to creating a workplace where every voice is heard and everyone can thrive.

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap (GPG) is the difference between the hourly wage of men and women regardless of the nature, experience or working pattern of their jobs. The Gender Pay Gap is expressed as a percentage of men's earnings.

Calculating the Gender Pay Gap

Median

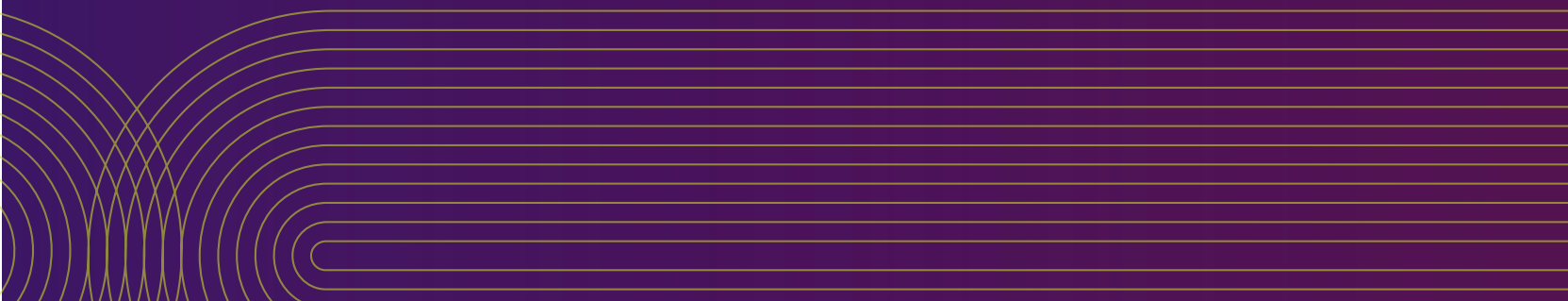
The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rates for the middle woman compared to that of the middle man.

Mean

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

The mean and median are important metrics and need to be looked at together. It is important to remember that the mean can be skewed by fewer individuals earning more in the upper ranges.

The Gender Pay Gap does not indicate discrimination or bias, or even an absence of equal pay for equal value work, however it will capture whether women are equally represented across the organisation and pay gaps at different levels.



OUR FINDINGS

The scope of this report relates to all UPMC Ireland employees as at the snapshot date of 30 June 2025. This document has been published in line with the Gender Pay Gap Information Act 2021, whereby from 2024 legal entities with 150 or more employees must publish a Gender Pay Gap report. The findings herein refer to all staff in our hospitals and facilities within the UPMC Ireland Hospitals Group.

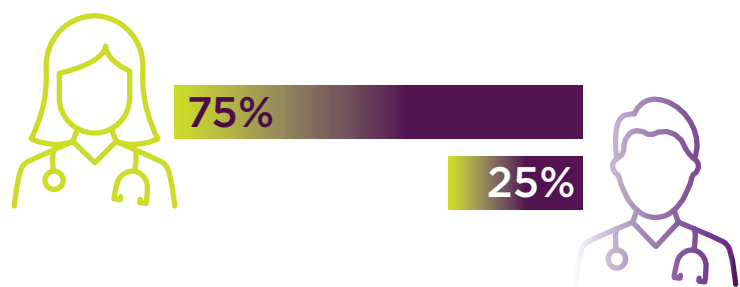
This year we have seen another annual decrease in our hourly mean gender pay gap. For 2025 this decrease amounted to 2.5%. Our hourly median pay gap has seen an increase of 2.6% however there remains an overall reduction from 2023 of 4.6%.

	2025	2024	2023
Median	3.7%	1.0%	8.3%
Mean	15.2%	17.7%	19.5%

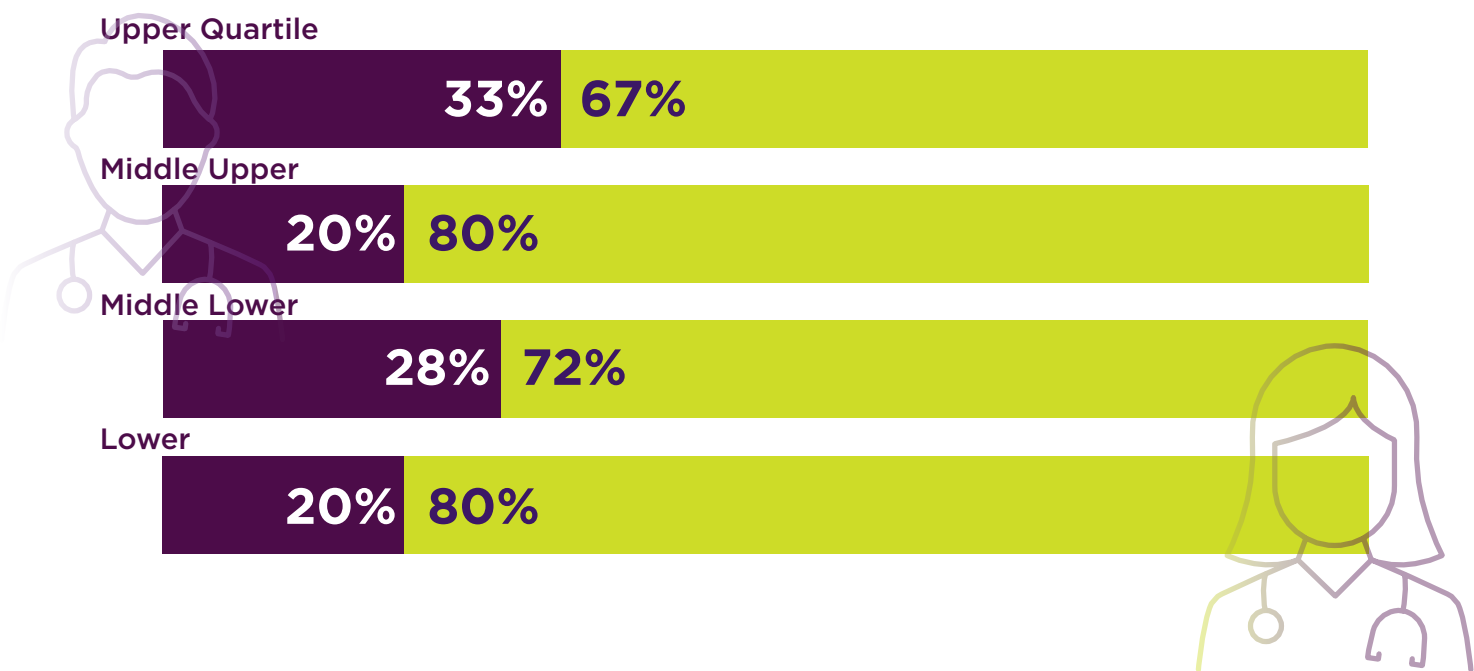
We welcome this continued improvement over the last number of years and acknowledge that we continue on a path of addressing this gap.



UPMC IRELAND NETWORK RESULTS



Gender Representation by Quartile



Gender Pay Gap per Work Status

All		Part time Employees		Temporary Employees	
Median	3.7%	Median	-4.9%	Median	4.5%
Mean	15.2%	Mean	24.17%	Mean	22.8%

Bonus and Benefit in Kind

Bonus Recipients		BIK Recipients	
Median:	41.9%	1% of males received BIK	
Mean:	64%	1% of females received BIK	
5% of males received a bonus			
3% of females received a bonus			

WHAT IS INFLUENCING OUR RESULTS

UPMC's approach to pay and reward is that all colleagues, regardless of age, gender, religion or background, are paid equally for the roles they do. Across our workforce, we are committed to retaining and attracting talent to our organisation, as well as safeguarding and promoting flexibility throughout our multi-disciplinary teams.

Gender Representation across staff groups

Within UPMC Ireland, the gender profile is predominantly female accounting for 75% of our workforce however there are notable variances in the gender profiles across our job families with Medical being the largest job family with more male employees than female employees. This is also the area most highly represented in the upper pay quartiles overall in UPMC.

The highest pay gap can be seen in the Corporate Services job family which includes many support and administrative functions. Here the gender profile in the lower pay quartile is disproportionately female compared to the overall gender profile of the job family.



WHAT HAVE WE DONE TO ADDRESS OUR GENDER PAY GAP IN 2025

Analysis

Further to the analysis taken in 2024, we have commenced the process of grouping like for like roles within our job families to better compare variances across different disciplines. This has been completed across three job families in 2024.

Talent attraction and retention

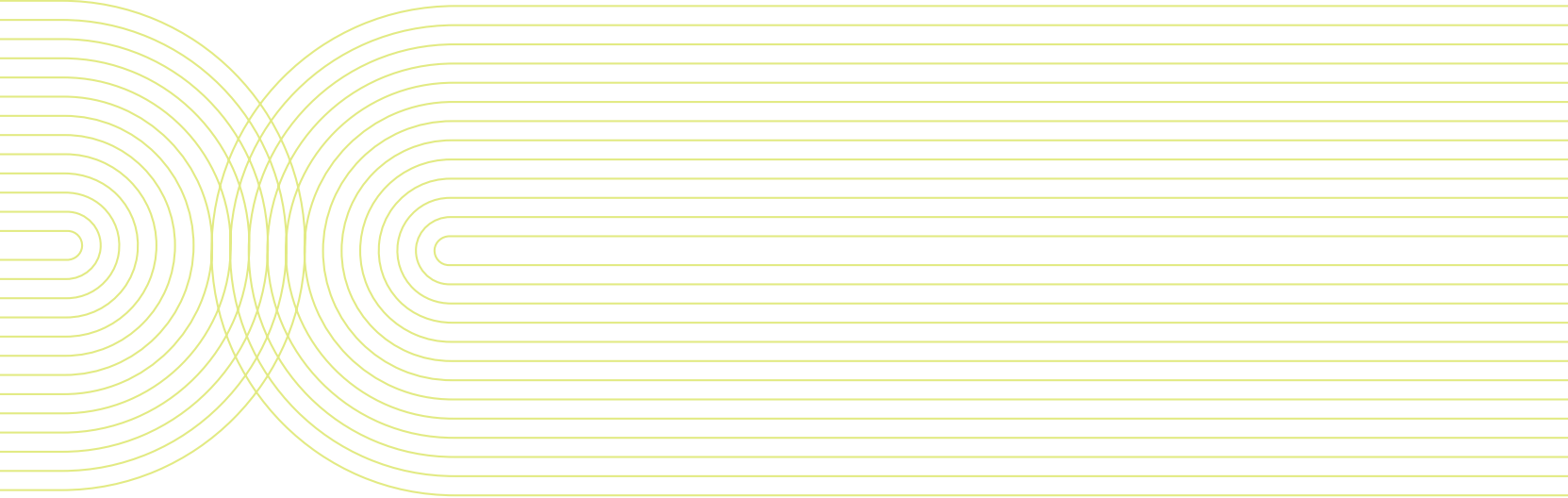
Continued analysis on candidate pipelines with a view to promote and engage all available talent groups and promote opportunities within UPMC. We are very proud to have completed the design and testing of our new Learning Management System to better support the development of our workforce.

Total rewards

Additional work has taken place to harmonise benefits across all locations including enhanced Maternity Leave, Annual Leave and Pension eligibility. Pay scales have commenced across three job families within 2025 and these will be concluded by the end of Q1 2026.

A culture of inclusion

UPMC are commitment to a work environment of Dignity & Respect for all employees as evidenced with our annual UPMC Dignity & Respect Awards. Local initiatives such as International Nurses Day are promoted where we recognise the multicultural make-up within our nursing profession.



OUR COMMITMENT IN 2025

Analysis

We will continue to analyse and action findings from variances within job families and teams/units and complete the role grouping exercise for the remaining two job families within our workforce structure.

Talent attraction and retention

2026 will see the roll out of our new Learning Management System. This will empower all employees to gain access to hundreds of learning materials and track their professional development.

Total rewards

Continued review of our total rewards offerings – both in terms of remuneration and benefits with a view to ensuring we actively analyse impact of the current Gender Pay Gap data. A review of pay scales for the remaining two job families will be completed and implemented, where appropriate.

A culture of inclusion

We will continue to support local initiatives across all sites promoting inclusion and recognising our workforce in its totality.

