

UPMC
Gender Pay Gap Report

2026

UPMC
LIFE CHANGING MEDICINE

UPMC IRELAND GENDER PAY GAP REPORT 2026

UPMC has been providing high-quality healthcare in Ireland since 2006. Today, our network includes hospitals, cancer centres, outpatient facilities and sports medicine clinics across Ireland.

Our hospitals include UPMC Whitfield in Waterford, UPMC Aut Even in Kilkenny, UPMC Kildare in Clane and UPMC Sports Surgery Clinic in Dublin. Additional locations include UPMC Hillman Cancer Centres in Waterford and Cork and an outpatient facility in Carlow and Mallow. UPMC Sports Medicine Clinics are located in Waterford, Limerick, Tipperary, Mayo and Cork.

Our mission is to serve our communities by providing outstanding patient care and to shape tomorrow's health system through clinical and technological innovation, research and education.

Our workforce of more than 1,800 colleagues is central to delivering that mission. We are committed to creating an inclusive workplace where all colleagues have equality of opportunity, are treated fairly and are recognised for their contribution.

Publishing our Gender Pay Gap Report is an important part of that commitment. It allows us to measure progress, understand where differences exist and identify the actions required to address them.

While progress has been made, we recognise that further work is required, and we remain committed to improving gender representation and pay outcomes across UPMC Ireland.

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap measures the difference between the average hourly earnings of men and women across an organisation. It is expressed as a percentage of men's average earnings.

The Gender Pay Gap is different from equal pay. Equal pay relates to men and women receiving equal pay for equal work or work of equal value. The Gender Pay Gap looks at earnings across the organisation as a whole. It can therefore be influenced by factors such as gender representation across different roles, seniority levels and working patterns.

Calculating the Gender Pay Gap

Median

The median represents the midpoint of hourly earnings. If all female and male employees were ranked separately from lowest to highest hourly pay, the median pay gap compares the hourly pay of the woman at the midpoint with that of the man at the midpoint.

Mean

The mean Gender Pay Gap compares the average hourly pay of women with the average hourly pay of men.

Both measures are important. The mean can be influenced by the distribution of employees across higher and lower-paid roles, while the median provides an indication of the experience of the employee at the midpoint of each group.

A negative Gender Pay Gap indicates that, for the relevant measure, average female hourly earnings are higher than average male hourly earnings within that employee group.

OUR 2026 GENDER PAY GAP RESULTS

The scope of this report covers UPMC Ireland employees included at the snapshot date of 30 June 2026.

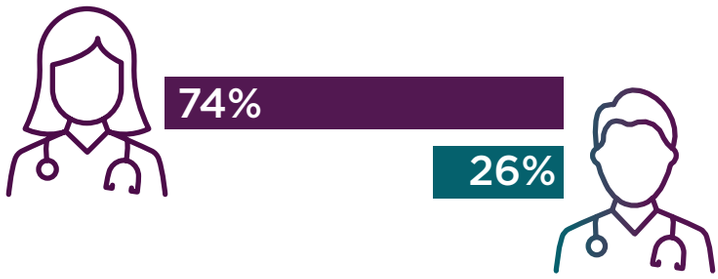
In 2026, our mean Gender Pay Gap was 15.2%, unchanged from 2025 and down from 19.5% in 2023.

Our median Gender Pay Gap was 5.6%, compared with 3.7% in 2025. While this represents an increase of 1.9 percentage points year on year, it remains 2.7 percentage points lower than the 8.3% reported in 2023.

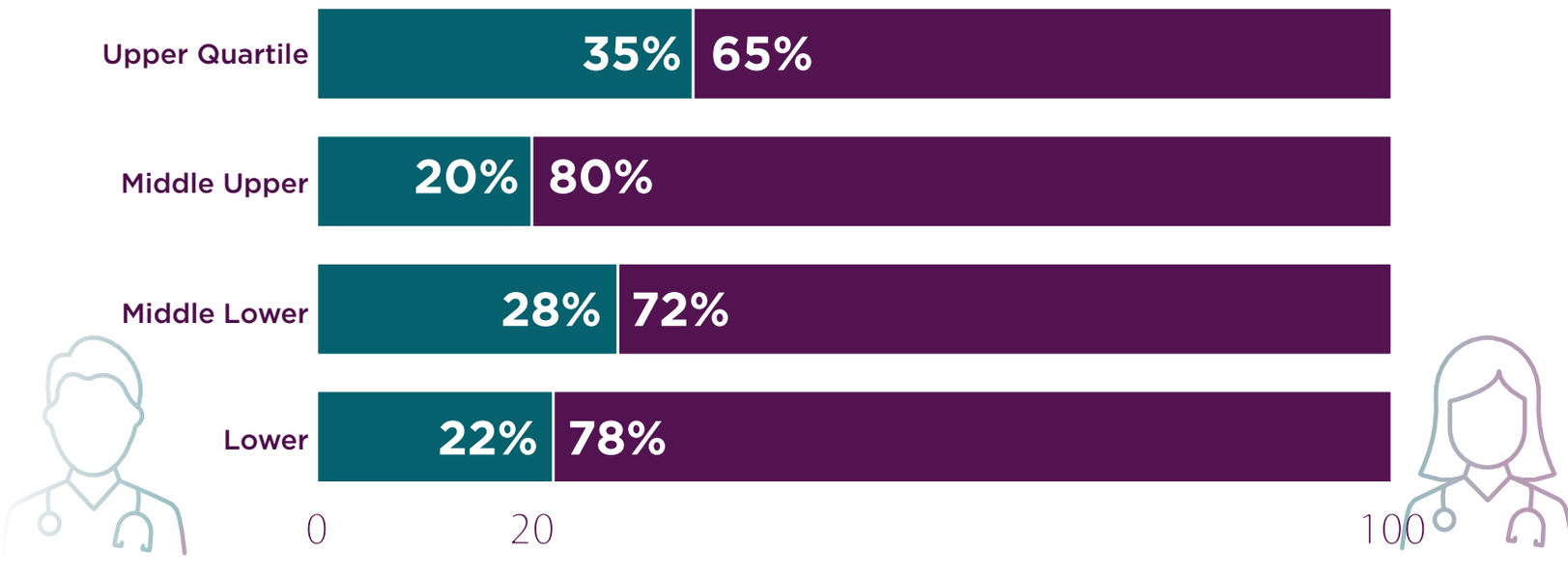
	2026	2025	2024	2023
Median	5.6%	3.7%	1.0%	8.3%
Mean	15.2%	15.2%	17.7%	19.5%



UPMC IRELAND
RESULTS



Gender Representation by Quartile



Job Category Gender Pay Gap Breakdown

	Gender Representation		GPG
Nursing	18%	82%	-2.0%
Hospital Operations	22%	78%	21.5%
Clinical Services	38%	62%	-8.8%
Corporate Services	30%	70%	27.8%
Medical	64%	36%	21.2%

UPMC IRELAND
RESULTS

Gender Pay Gap per Work Status

Part time Employees	
Median	-18.4%
Mean	4.7%

Temporary Employees	
Median	-14.4%
Mean	-1.9%

BIK and Bonus Specific Results

BIK Recipients % of total	Bonus Recipients % of total	Bonus Payment GPG %
1% male 1% females	5% male 3% female	Mean: 47% Median: 27%

UNDERSTANDING WHAT IS INFLUENCING OUR GENDER PAY GAP

UPMC's approach to pay and reward is grounded in the principles of fairness, consistency and equal pay for equal work. We continue to review our pay structures and practices to identify and address unexplained differences.

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

Our analysis indicates that gender representation across different job families and pay levels is an important factor influencing our overall Gender Pay Gap.

Women represent 74% of our overall workforce, while men represent 26%. However, this distribution is not uniform across job families or pay levels.

Our Medical job family has a higher proportion of male employees than female employees and is also strongly represented within the upper pay quartiles. The concentration of male employees within some of our higher-paid roles contributes to UPMC Ireland's overall mean Gender Pay Gap.

Corporate Services continues to report the largest Gender Pay Gap among our job families in 2026. We will continue to analyse the factors contributing to this result and identify appropriate actions.

By contrast, women are highly represented within Nursing, where the 2026 Gender Pay Gap is -2%, while Clinical Services reports a gap of -8.8%.

This analysis demonstrates why the organisation wide data needs to be considered alongside gender representation across individual job families and pay quartiles.

Our analysis will therefore continue to focus both on the overall Gender Pay Gap and on identifying and understanding differences within individual job families and workforce groups.



WHAT HAVE WE DONE TO ADDRESS OUR GENDER PAY GAP IN 2026

Pay and role analysis

Throughout 2025 and 2026, we progressed reviews across job families across the UPMC Ireland network. We strengthened our approach to role evaluation, with analysis considering skills, responsibilities, effort and working conditions.

This work supports greater consistency in how roles are assessed and provides a stronger evidence base for identifying and addressing unexplained pay differences.

Talent attraction, development, and retention

We continued to analyse candidate pipelines to understand gender representation and support access to opportunities across UPMC Ireland.

We also introduced a network wide Learning Management System and progressed implementation of our Performance and Talent platform, supporting more consistent access to learning, development and recognition opportunities.

Total rewards

We continued work to harmonise benefits across our locations, including enhancements to maternity leave, annual leave and pension eligibility.

Salary scales were also introduced across additional job families, supporting greater transparency and consistency in pay. This work will continue into 2027.

Building an inclusive culture

We continued to promote a workplace built on dignity, respect and inclusion, supported by initiatives including the annual UPMC Dignity & Respect Awards and local recognition and inclusion programmes across our sites.

OUR COMMITMENT IN 2027

Deepen our analysis

We will continue detailed analysis of Gender Pay Gap outcomes by job family, pay quartile and relevant workforce group, identifying areas where differences require further investigation or action. We will continue our focus on comparing like for like work and assessing the factors contributing to pay differences within individual teams and job families.

Strengthen opportunity and progression

The rollout of our new Performance and Development system will provide colleagues with greater visibility of development opportunities and support a more consistent approach to performance, development and recognition across UPMC Ireland.

Increase pay transparency

We will continue to review remuneration and benefits through the lens of our Gender Pay Gap analysis.

Salary scales are now in place across a number of job families, improving transparency and consistency. We intend to complete this work across the remaining areas during 2027.

Continue building an inclusive culture

We will continue to support initiatives across our network that promote inclusion, respect and recognition and ensure colleagues from across our workforce have opportunities to participate and contribute.

Reporting Information

This report has been prepared in accordance with Ireland's Gender Pay Gap reporting requirements. UPMC Ireland's snapshot date is 30 June 2026. The relevant reporting period is the 12-month period ending on that date.

In accordance with the 2026 reporting requirements, UPMC Ireland's Gender Pay Gap information will also be submitted through the Government's Gender Pay Gap Portal and this report will be made publicly available.

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