CRC
Central Remedial Clinic

# Gender Pay Gap Report
2025

## A message from our CEO

As an organisation with over 250 employees, the CRC continues to publish its annual Gender Pay Gap report in line with the Gender Pay Gap Information Act 2021. This year marks an important milestone in Ireland's pay transparency journey, as the reporting threshold has now expanded to include all employers with 50 or more employees, and the reporting deadline has shifted to November following a June snapshot date. Additionally, the Department of Children, Equality, Disability, Integration and Youth has announced the launch of a centralised Gender Pay Gap Reporting Portal in autumn 2025, enhancing transparency and public accessibility of reports.

At CRC, a leading provider of services for children and adults with disabilities, we remain deeply committed to fostering diversity, equity, and inclusion. Publishing our gender pay gap data is not only a compliance requirement but a strategic tool that helps us evaluate progress and strengthen the Culture pillar of our organisational strategy.

For 2025, CRC continues to report a negative gender pay gap, meaning that, on average, women earn more than men on an hourly basis. This reflects the gender composition of our workforce, which is predominantly female—a common trend in the health and social care sector. While this outcome differs from the national average, it underscores the structural characteristics of our sector rather than pay inequity.

Our Commitment

CRC will continue to:

- Monitor workforce composition and progression opportunities.
- Invest in leadership development and career pathways for all staff.
- Promote flexible working arrangements and inclusive recruitment practices.
- Use gender pay gap insights to inform our Equality, Diversity & Inclusion (EDI) strategy, ensuring alignment with our mission to deliver exceptional services and foster a fair workplace.

*Deborah Jacob, CEO*

### Why are we talking about Gender Pay Gap?

The Gender Pay Gap Information Act 2021 was signed into law in Ireland in 2021 and required all organisations with 250 employees or more to publish their gender pay gap information on an annual basis commencing December 2022 including any plans to address any gaps. As of 2024 the requirement expanded to all organisations of 150 employees or more, from 2025 those organisations with 50 or more employeesare now also required to report.

### What is the Gender pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workplace. It compares the pay of **all** working men and women, not just in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.

A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work, rather it reports a gender representation gap.

There is a requirement to report on 7 key areas (see Appendix 1 for the full breakdown) and the two key measures are:

**The mean pay gap** – which is calculated by adding all employee's pay together for each gender to derive an hourly rate of pay for that gender and dividing by the total number of employees.

**The median pay gap** – which is calculated by finding the midpoint across all employees' hourly pay.

## CRC Gender Pay Gap 2025

### What is our Gender Pay Gap, and what is driving it?

Our gender pay gap arises because more senior positions within the CRC are held by women; and those women in senior roles have, on average, more service, driving higher points on the pay scales.

While men made up 22.51% of our overall workforce in June 2025 when this snapshot of data was taken, only 18.95% in the upper quartile and 14.58% in the upper mid quartile were male, whereas 32.29% of those in the lower quartile were male.

**2025**
**Total Headcount**
382

**Ratio**
77.49% Female & 22.51% Male

**Mean Gender Pay Gap**
-10.79%

**Median Gender Pay Gap**
-27.58%

**What are we doing to address our gender Pay Gap?**

We will continue to focus on areas where we can encourage greater gender balance in all roles. In particular, we will focus on:

- **Recruitment** – we continually review our advertising and selection processes to ensure we are aiming to attract a more balanced applicant pool for all vacancies. In September 2023, we introduced Rezoomo – a Talent Acquisition platform which provides the functionality to review metrics on applicants for all roles advertised at the CRC. It is a useful tool to review and report on the gender diversity of applicants.
- **Progression** – like our overall recruitment process, we will continue to examine our internal progression processes to ensure there are no barriers to progression based on gender.
- **Training** – reviewing our internal training processes to encourage open access to all as part of career progression to more senior roles.

**Frequently Asked Questions**

**1) Why is our gender pay gap a negative figure?**

A negative figure means that women have a higher hourly rate on average. Because our team profile has an unequal representation of men at senior versus lower grades our gender pay gap is a negative figure. If the unequal representation was female led, the gap would be a positive figure.

**2) How can a gender pay gap be positive if pay discrimination is illegal?**

The primary factor that drives a gender pay gap is the under representation of one gender over another in higher paid roles, relative to the overall gender balance in the organisation, which creates a gap when you average all salaries.

Unequal representation is very different to unequal pay which occurs where men and women are potentially paid a different rate of the same or equal value role. Ireland has a very robust legal framework to prevent this form of discrimination, and equal pay for equal work is already enshrined in legislation.

**3) Does this mean men in the CRC are being paid less than their female counterparts for the same jobs?**

No, as an organisation within the Public Services sector we consistently apply the required pay scales applicable to each grade, regardless of gender. The gap is an average figure that reflects that there are fewer men in higher paid senior roles than women, and slightly more men in lower paid roles relative to the overall male: female ratio of 22.51% - 77.49% across the organisation.

### 4) Are there penalties for having a gender pay gap?

No, a gender pay gap is not a sign of an organisation doing something wrong. Instead, it is a metric at a point in time that is strongly influenced by unequal representation in higher paid roles versus lower paid roles.

### 5) Is this an annual exercise?

Yes, the original requirement to report in December 2022 was for organisations of 250 employees or more, as of 2024 organisations of 150 employees or more were required to report and from 2025 organisations of 50 employees must now report on an annual basis.

## Appendix 1

The table below sets out the hourly gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021. The data outlined below is based on extract data as of June 2025.

| Comparison Gender Pay Gap Information | 2025 % | 2024 % |
|---|---|---|
| 1. Mean Hourly Gender Pay Gap (All) | -10.79 | -12.91 |
| 2. Mean Hourly Gender Pay Gap (Part-Time) | -30.33 | -43.12 |
| 3. Mean Hourly Gender Pay Gap (Temporary Contract) | 9.34 | -1.55 |
| 4. Median Hourly Gender Pay Gap (All) | -27.58 | -30.57 |
| 5. Median Hourly Gender Pay Gap (Part-Time) | -31.32 | -41.44 |
| 6. Median Hourly Gender Pay Gap (Temporary Contract) | -10.96 | -16.60 |
| 7. Mean Hourly Performance Related Bonus Pay Gap (All) | N/A | N/A |
| 8. Median Hourly Performance Related Bonus Pay Gap (All) | N/A | N/A |
| 9. Percentage of Employees Per Gender to Receive a Performance Related Bonus | N/A | N/A |
| 10. Percentage of Employees Per Gender to Receive Benefit-In-Kind (BIK) | N/A | N/A |

*Where the result is shown as a plus number, the male rate is higher. Results shown as a minus number, indicate that the female rate is higher.

The following table outlines the percentage of females and males in each of the quartiles for 2025 and includes 2024 for comparison purposes.

| Percentage (%) of Employees Per Quartile | | | | |
|---|---|---|---|---|
| **Year** | **Lower** | **Lower Middle** | **Upper Middle** | **Upper** |
| **2025** | Female 67.71%<br>Male 32.29% | Female 75.79%<br>Male 24.21% | Female 85.42%<br>Male 14.58% | Female 81.05%<br>Male 18.95% |
| **2024** | Female 60.61%<br>Male 39.39% | Female 77.55%<br>Male 22.45% | Female 84.85%<br>Male 15.15% | Female 79.59%<br>Male 20.41% |