

# **National Treatment Purchase Fund (NTPF) Gender Pay Gap Report 2025**

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## A Message from our Chief Executive

As Chief Executive, I am pleased to present the NTPF's first Gender Pay Gap Report, which reflects the progress we are making in building a workplace where everyone has equal opportunity to thrive. Our results this year are positive and demonstrate the impact of our commitment to fairness, transparency, and inclusion across our organisation.

Reducing the gender pay gap is not a one-time initiative; it is a sustained effort that requires focus, accountability, and cultural commitment. We remain dedicated to promoting gender balance at all levels of the organisation and ensuring that our policies, practices, and development pathways support long-term equity.

Over the coming year, we will continue to strengthen our inclusive policies, invest in staff development, and foster a culture where every employee feels valued and empowered.

We are committed to creating an organisation that reflects the diverse society we serve as a public sector body, one where opportunity is accessible to all.

A handwritten signature in dark ink, reading 'Fiona Brady'. The script is cursive and fluid, with the first name 'Fiona' and last name 'Brady' clearly distinguishable.

Fiona Brady  
Chief Executive

## Introduction

The Gender Pay Gap Information Act 2021 (the Act) introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to report on their hourly gender pay gap across a range of metrics. Regulations under the Act came into operation on 31 May 2022 and are published in the Irish Statute Book. The Regulations set out the detail on how these calculations should be made.

The Regulations require organisations with 50 or more employees to report on their gender pay gap in 2025 by reference to their employees on a snapshot date in June 2025. Our snapshot date is 30 June 2025. Our reporting period covers July 2024 to June 2025. This is the first Gender Pay Gap Report published by the NTPF.

As an independent statutory body under the remit of the Department of Health, NTPF employees are aligned to HSE public sector pay scales. This ensures equal pay for the same work irrespective of gender, with incremental progression based on satisfactory performance and years of service.

The report assumes that the gender gap is skewed towards male employees. The percentage below is showing as a negative because the underlying assumption is that of a higher (overall) male pay. If the % was positive, it would be showing a higher male rate of pay per hour.

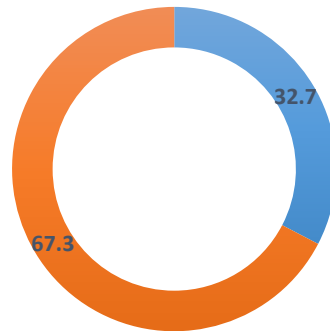
The analysis shows that the NTPF's gender pay gap is -3.09%, in favour of female employees. This means that the average hourly rate for our female employees is 3.09% or on average €1.11c higher than males during the reporting period. The hourly rate includes basic pay plus overtime in the reporting period. The median which is the middle point of the pay scale is -9.48% in favour of females. This means that at the mid-point of the pay report women are paid 9.48% higher or €3.09c more than their male counterparts.

At a point in time (30 June 2025) during the reporting period, the NTPF had 101 employees 68 females and 33 males. Included in the total employees' figure of 101 are 12 part-time employees, 12 females and 0 males. Temporary staff totalling 1 male and 0 females.

## NTPF Staff Profile by Gender

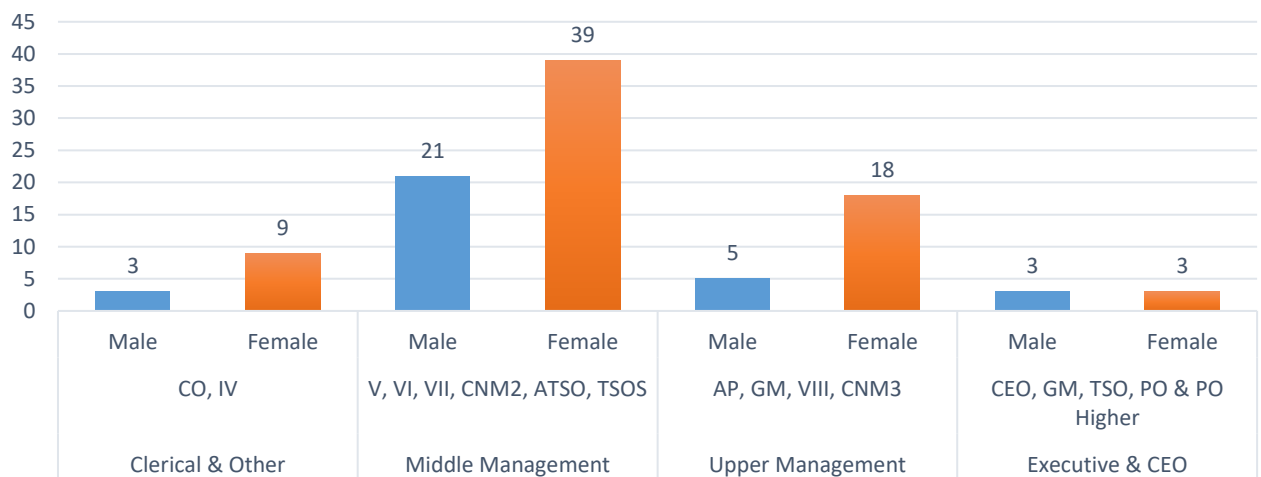
The NTPF's current gender distribution is 67.3% female (68) and 32.7% male (33).

## NTPF Gender Profile

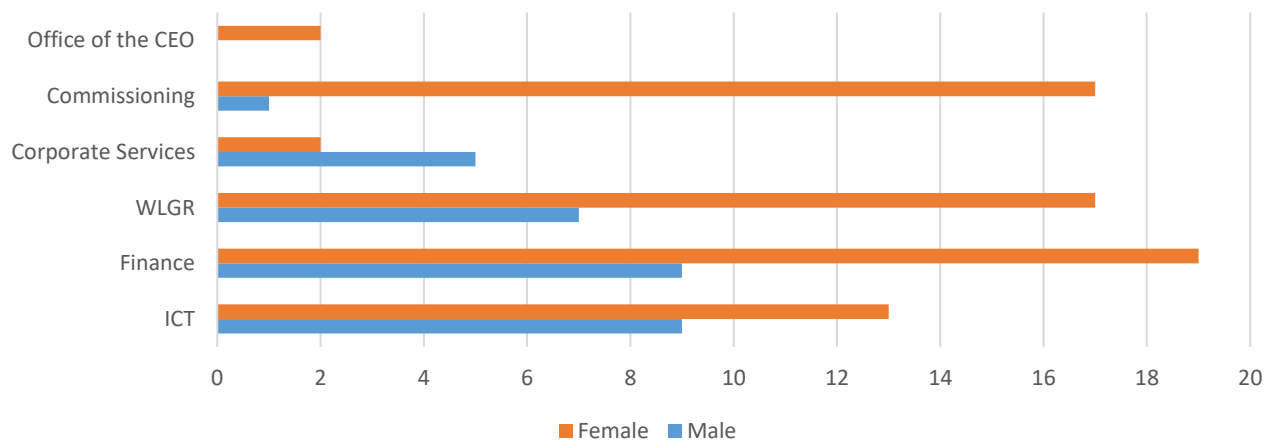


Gender Profile Male Gender Profile Female

## GENDER BY STAFF GROUP



## GENDER BY DEPARTMENT



## Gender Pay Gap Results

### Mean gender pay gap

The mean gender pay gap is the average gender pay gap and is based on the following calculation: the difference between the average hourly rate paid to males and the average hourly rate paid to females expressed as a percentage of the average hourly rate paid to males.

#### Mean gender pay gap – overall

	2025 (M)	2025 (F)	Total mean as % 2025
All employees	€35.89	€37.00	-3.09%

*Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is -3.09% in favour of female employees.*

#### Mean part-time gender pay gap

	2025 (M)	2025 (F)	Total mean part-time difference as % 2025
All employees	€0.00	€36.23	-100%

*Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean part-time employee gender pay gap is -100% in favour of female employees.*

#### Mean temporary gender pay gap

	2025 (M)	2025 (F)	Total mean temp as % 2025
All employees	€36.15	€0.00	100%

*Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean temporary employee gender pay gap is 100% in favour of male employees.*

### Median gender pay gap

#### Median gender pay gap – overall

	2025 (M)	2025 (F)	Total median as % 2025
All employees	€32.61	€35.70	-9.48%

*Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is -9.48% in favour of female employees.*

#### Median part-time gender pay gap

	2025 (M)	2025 (F)	Total part-time median as % 2025
All employees	€0.00	€32.84	-100%

*Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median part-time employee gender pay gap is -100% in favour of female employees.*

#### Median temporary gender pay gap

	2025 (M)	2025 (F)	Total median temp as % 2025
All employees	€36.15	€0.0	100%

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median temporary employee gender pay gap is 100% in favour of male employees.

## Bonus Pay

No bonus payments were made to staff during the reporting period.

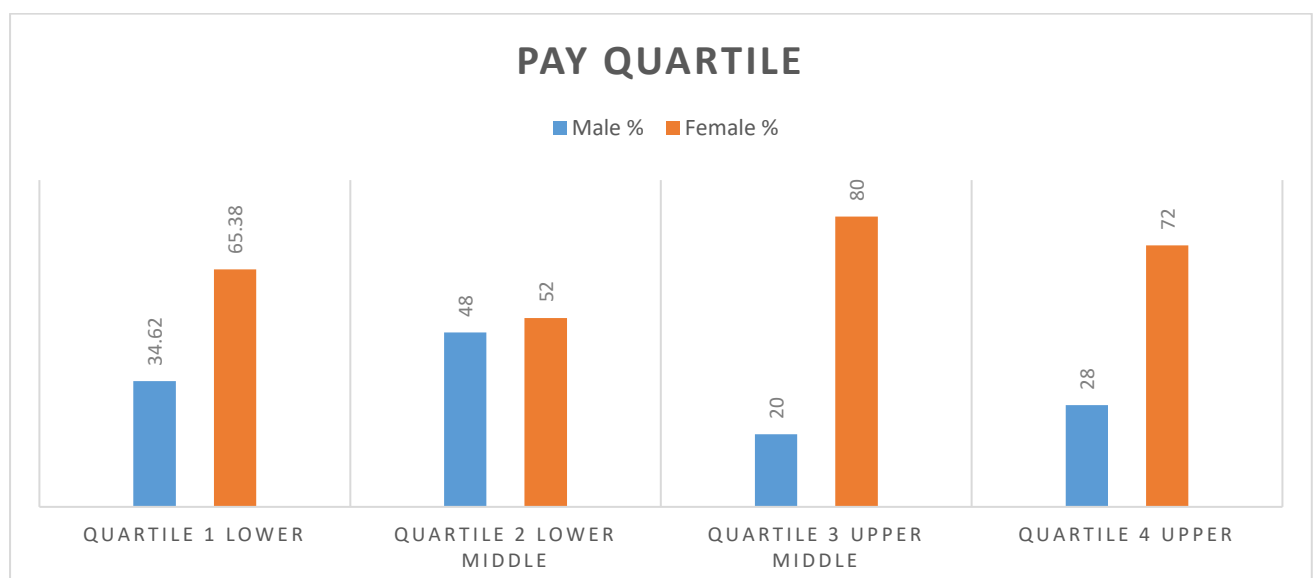
## Benefits in kind

No benefits in kind were received by staff during the reporting period.

## Gender Representation by Pay Quartile

The chart below divides our entire workforce into four equal quartiles and indicates how men and women are distributed across the organisation, from the lowest paid quartile to the highest paid quartile. In the NTPF, males represent 32.6% of the population with females representing 67.3%. The below chart shows that the gender distribution in Quartile 1 at 65.38% for females and 34.62% for males and Quartile 2 at 52% for females and 48% for males. 80% of females and 20% male are in quartile 3 and 72% females and 28% male in quartile 4 reflect the higher proportion of women who are the highest earners.

Gender analysis by Salary Quartiles from lowest to highest



## Understanding Our Pay Gaps

The NTPF's gender pay gap is driven by the following:

- The NTPF has more females than males employed at all grades. 67.3% of the office's employees are female and there is a high female representation at senior management grades (General Manager and above).
- In the last year the majority of staff recruited to the NTPF are females (16), males (4).
- In order to gain insight into pay differences between females and males, all employees are sorted in terms of their pay band and then divided into quartiles.
- The NTPF continues to offer a number of flexible initiatives including Flexible Working options and Shorter Working Year in addition to statutory family-friendly leave options. Females in the NTPF are more likely to avail of these flexible initiatives and these initiatives have a positive impact on the retention of staff in the longer term, but it also impacts on gross pay in terms of time lost for progression on salary scales. Staff at all levels across the organisation avail of blended working arrangements.
- The NTPF reports on the number of people in part time roles, notably all are female.
- Our 2025 gender pay gap results represent a positive outcome for NTPF. The overall result demonstrates the effectiveness of our inclusion and career development initiatives, such as enhanced flexible working policies and endorsing of learning and development initiatives.
- Continued monitoring and engagement will ensure that we sustain this progress and build an even more inclusive culture.

## Actions to address the gap

Overall, the NTPF continues to work proactively to ensure that we build and promote an inclusive culture:

- The NTPF continues to support and invest in its People Programmes, these include our learning and development initiatives and our Culture Development Committee.
- The National Treatment Purchase Fund is committed to providing equal opportunities for employment to all. Recruitment applications are reviewed and shortlisted for interview on the merit, skills and experience detailed in the documentation supplied, regardless of gender, age, sexual orientation, civil status, family status, religion, disability, race or membership of the traveller community.
- Throughout 2024/2025, we continued to conduct interviews with gender-balanced interview boards. Each interview board member is offered training on the interview



process, in particular, in relation to equitable best practice and understanding the impact of unconscious bias. In advance of competitions, potential internal candidates are offered training and support as part of the application and interview process.

- All staff are also required to complete our Dignity at Work online learning module as part of their mandatory training, with all new starters also introduced to Equality, Diversity, and Inclusion (EDI) and Dignity at Work as part of their induction.
- We have continued to enhance our Leadership Development initiatives. The NTPF ran a number of leadership and resilient development programmes in conjunction with the Institute of Public Administration (IPA). The courses identify and offer guidance to our People Managers from Grade V to VIII/AP level.
- We are introducing further EDI training and initiatives via our Culture Development Committee to further promote a positive and inclusive workplace.
- We will continue to promote blended working opportunities available in accordance with our Blended Working Policy. This is pivotal to further embedding a flexible working environment across the Office, we will monitor blended working over the coming years to ensure that those availing of blended working have equal visibility and opportunity for advancement as those attending the physical workplace on a full-time basis.
- We will also continue to capture the individual and collective experiences of colleagues by using information available in employee engagement surveys. This information will help to inform our future action plans.

## Future Commitments

Looking ahead, the NTPF remains committed to supporting gender equality in the organisation, engaging across all functions and grades to increase awareness of and support of diversity. Championed by senior management and the continued implementation of the NTPF Strategy, we are committed to ensuring 100% inclusivity across our workforce and stakeholders, so our staff feel engaged, enabled and empowered.

The NTPF will continue to analyse data related to the gender pay gap in order to understand why differences occur and use those findings to develop action plans and initiatives to address any issues arising. As a public sector organisation, it is vital that we strive to continue developing and embracing a fully diverse and inclusive workplace.

## Data Protection Statement

All gender pay data have been anonymised and aggregated in line with GDPR and the Data Protection Act 2018. No individual employee's pay data can be identified from this report.