



BON SECOURS HEALTH SYSTEM

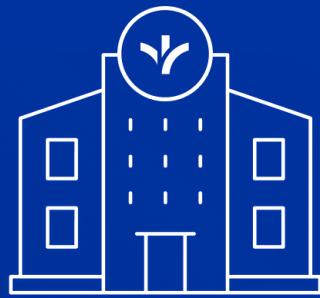
Gender Pay - 2025



Bon Secours Health System

As Ireland's largest independent hospital group, Bon Secours Health System CLG (Registered Charity No.20027841) is renowned for the quality of its service provision coupled with a rich tradition in healthcare. Bon Secours Health System CLG is a not-for-profit organisation with its mission centred on providing compassionate, world class medical treatment to all those it serves. With over 4,000 staff, 500 leading consultants, Bon Secours treats in excess of 400,000 patients annually in its 5 modern acute hospitals in Cork Galway, Limerick, Tralee and Dublin as well as a Care Village in Cork.

Ireland's largest private hospital group



5 Hospitals



1 Care Village



4000+
Employees



500+
Consultants



400,000+
Patients
Annually

Background

- Ireland is the latest country across Europe and the USA to introduce mandatory gender pay gap reporting, the aim of which is to address any gender gaps where they exist in the workplace and barriers to the full socio-economic equality of women.
- It compares the pay of all working men and women; not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience.
- It does not indicate discrimination or bias, or even an absence of equal pay for equal value work – but it does report any gender pay gap and will capture whether women are equally represented across the organisation – so for example if women hold more of the lower paid jobs in the organisation than men, the gender pay gap is usually bigger. It would be expected that this profile would be reflected in Health Services generally – Public & Private, given that the majority of the staff are female.

2025 Requirements

- Employers must publish their reports by the end of November 2025, based on a snapshot date in June. Any resulting gender pay gap will be then used for year-on-year comparisons into the future.
- A new online portal has been launched for voluntary reporting in 2025 and this will become mandatory in 2026.
- In addition to the gender pay gap data, employers must publish a narrative that outlines the reasons for any gender pay gap as well as the actions proposed or being taken to reduce or eliminate the gap.
- As an Employer of Choice and with our long-standing commitment to our Exceptional People, Bon Secours Health System is happy to support this new requirement and publish this new data.

2025 Reporting Requirements – Under the Gender Pay Gap Information Act 2021

- The difference between
 - Mean hourly rate** for all mean and that for all women (all employees)
 - Median hourly rate** for all mean and that for all women (all employees)
 - Mean **bonus** for all men and that for all women
 - Median **bonus** for all men and that for all women
 - Mean hourly rate of part-time** men and that of part-time women
 - Median hourly rate of part-time** men and that of part-time women
 - Mean hourly rate of men on temporary contract** that of women on temporary contract
 - Median hourly rate of men on temporary contract** that of women on temporary contract
 - (**All of the above differences are published as a % of the relevant rate for men)
- The % of men paid **bonus** and the % of women paid bonus
- The % of men in receipt of **BIK** and the % of women in receipt of **BIK**
- % of **male** employees and % of **female** employees who fall within
 - **Lower** remuneration quartile pay band
 - **Lower middle** remuneration quartile pay band
 - **Upper middle** remuneration quartile pay band
 - **Upper** remuneration quartile pay band
- A report setting out the **reasons** for the differences and **actions** being taken or proposed to be taken to **eliminate** such differences

Bon Secours: Gender Breakdown

- The below table shows the gender breakdown of employees within each job category:

Job Category	% Female	% Male
1000 - Medical	39.8%	60.2%
2000 - Nursing	92.7%	7.3%
3000 - Health & Social Care Professionals	81.6%	18.4%
4000 - General Support	68.0%	32.0%
6000 - Other Patient & Client Care	75.3%	24.7%
7000 - Management & Administrative	79.3%	20.7%
Total	81.7%	18.3%

Pay Gap: Differences Between Male and Female

The below table show the mean and median gender pay gap based on hourly rates of pay as at the 'snapshot date' 30th June 2025:

	A	B	(A-B)/A
Hourly Rate – Full Time	Male	Female	Result
Mean	34.99	30.46	11.60%
Median	26.90	29.00	-8.69%

	A	B	(A-B)/A
Hourly Rate – Part Time	Male	Female	Result
Mean	35.15	30.75	12.64%
Median	23.20	29.80	-28.47%

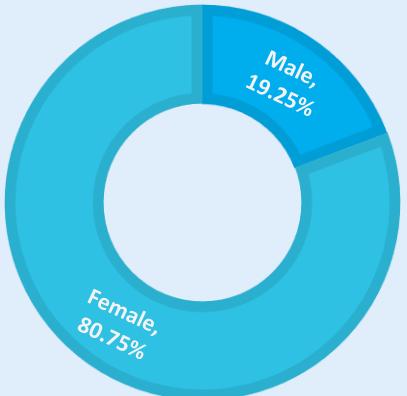
	A	B	(A-B)/A
Hourly Rate – Temporary Contract	Male	Female	Result
Mean	29.42	28.74	12.86%
Median	22.52	28.78	-0.03%

Pay Quartiles

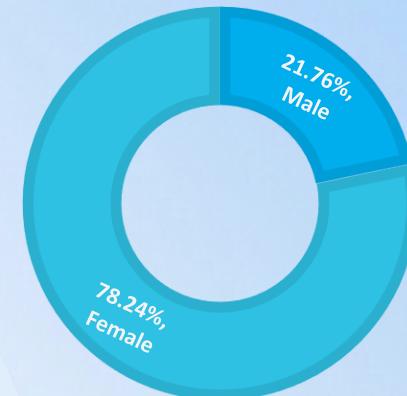
These images show the gender distribution at Bon Secours Health System across four equally sized quartiles.

Quartiles demonstrate a consistent distribution of gender mix across most pay groups in Bon Secours.

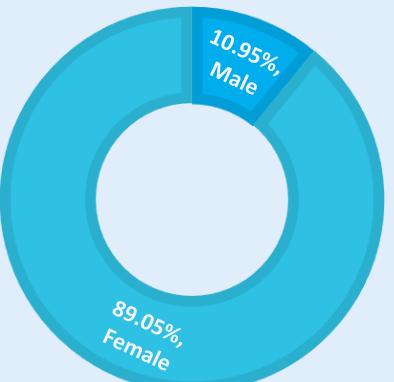
LOWER



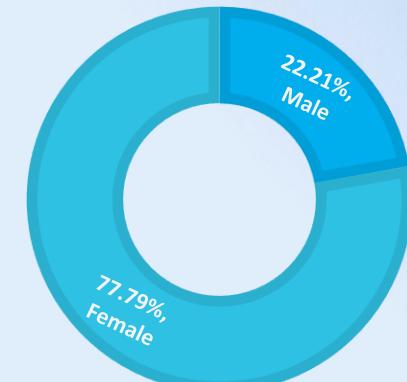
LOWER MIDDLE



UPPER MIDDLE



UPPER



Benefit in Kind (BIK)

The following tables illustrates the percentage of males and females in the organisation that were in receipt of a BIK:

BIK	Result
Male	3.08%
Female	1.77%

Bonus

The following tables illustrates the percentage of males and females in the organisation that were in receipt of a Bonus in the reference period:

Bonus Recipients	Number	% of Gender
Male	57	7.02%
Female	107	3.00%
Total	164	

Bonus Value	Result
Male	3.08%
Female	1.77%

The above tables illustrate that of the number of employees who received a bonus (164) in the period 65.24% (107) were female and 34.76% (57) were male.

Of note, all staff (Male - 813 & Female – 3,569) in Bon Secours received a bonus of €200 (tax free) during the reference period.

Understanding Our Gender Pay Gap

- Bon Secours Health System gender pay gap is 11.60% for Full Time employees, 12.64% for Part Time employees and 12.86% for employees on Temporary Contracts. Further work is required to analyse the driving factors behind these figures.
- We have commenced analysis of employees by gender within each job category to understand the high-level figures. The majority of BSHS' employees (92%) are on HSE-aligned pay scales, and the point on scale reflects each individual's experience. We have also commenced data collection to enable us to analyse pay data specifically for new hires.
- The distribution of genders across the four quartiles is similar to our 2022, 2023 and 2024 results and is reflective of the percentage of gender in the organisation (81.45% female & 18.55% male).
- The number of employees in receipt of BIK is minimal for both female & male at 3.01% and 1.71% respectively.
- Of the number of employees who received a bonus in the period (164), 65.24% were female and 34.76% were male.

Benefits of Working with Bon Secours Health System

As an Employer of Choice, Bon Secours remains committed to recruiting, retaining and developing our Exceptional People.

This is evidenced in the competitive and attractive rates of pay and allowances, having regard to the broader Health Service (Public & Private) and other relevant comparators. Our compensation and benefits package is continually reviewed and includes a number of other tangible benefits, such as:

- Strong brand and reputation in the Healthcare delivery sector
- Achieved third place in Ireland Sustainability Reputation Index 2025
- Being part of a Not-for-Profit Private Healthcare provider, where Exceptional People Deliver Exceptional Care
- Being part of an organisation with strong vision, growth and development ambitions
- Continuing to introduce a range of initiatives to enhance the employee experience
- Strengthening our Staff Wellbeing offering as part of our KeepWell continuous improvement journey
- Embedding Equality, Diversity & Inclusion (EDI) as a key part of our Workplace Culture
- Staff Engagement & Recognition Initiatives
- A working environment that is conducive to a positive Work/Life Balance
- Flexible and innovative working patterns
- Commitment to Staff Development
- Continued Investment in Leadership Development & Career Growth Journey
- Opportunities to participate in community initiative projects and provide 'Good Help To Those In Need'
- Most of all, a great place to work!

Bon Secours Health System: Benefits & Rewards Package

- Pay Increases over 2023, 2024 and 2025 in line with national pay agreements and best practice
- Enhanced Family Leave Offering
- Attractive Working Hours
- Staff Recognition Payments
- Competitive Annual Leave

Future Plans

- Bon Secours is committed to promoting equal opportunities to all employees regardless of gender.
- Our work in Equality, Diversity & Inclusion over the last number of years is testament to the importance that is placed on equality in all respects by the organisation. Following our achievement of Silver level accreditation with the Irish Centre for Diversity, we have set about achieving Gold accreditation in 2026.
- We implemented a Diversity Council, with Board representation and local EDI Working Groups to help achieve our targets set out in our EDI Action Plan. The Action Plan sets out 47 tasks across 5 pillars (Diverse and Inclusive Leadership, Policy, Procedure and Process, Recruitment, Retention and Progression, Recording and Monitoring & Impact on External Diversity).
- Bon Secours prioritises policies and benefits to help support and retain our staff throughout their entire career life-cycle.
- We remain fully committed to reducing the Gender Pay Gap and will work collectively to deliver continued improvements in our 2026 reporting.



BON SECOURS HEALTH SYSTEM

Declaration

Bon Secours is committed to promoting equal opportunities to all employees regardless of gender.

We confirm that this is an accurate report recorded on the 'snapshot date' of 30 June 2025.



Alan Sharp
Group CEO



Orla Crean
Director of HR Transformation

Date: 28th November 2025