



An tÚdarás Sláinte agus Sábháilteachta
Health and Safety Authority



Gender Pay Gap Report 2025





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The HSA gender pay gap for 2025 is -3.8%. This negative value signifies that, on average, women within the Health and Safety Authority earn a higher hourly rate than men.

This outcome reflects positively on our ongoing efforts to build a more balanced and equitable workplace, though the Authority remains vigilant in monitoring pay structures to ensure sustained progress.

Definitions

“allowance” means a sum of money payable to a relevant employee in relation to additional duties of the employee; the location of the employee’s place of employment; the purchase, lease or maintenance of a vehicle or item used by the employee for the purposes of his or her employment; or, the recruitment and retention of the employee. It does not include reimbursement of expenditure wholly and necessarily incurred by him or her in the course of his or her employment, for example, reimbursement for travel expenses related to their work.

“benefits in kind” includes any non-cash benefit of monetary value provided to an employee. This would include the provision of a company car, voluntary health insurance, stock options, or share purchase schemes.

“part-time employee” has the meaning given in s.7 of the Protection of Employees (Part-Time Work) Act, 2001 3

“piecework” means work in respect of which a relevant employee is entitled to be paid by reference to the number of pieces made or processed, or the number of tasks performed, by the employee, rather than by reference to a period of time worked.

“relevant date” means the date, in the month of June each year, that is selected by a relevant employer for the purposes of the Regulations.

“relevant employee” means a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the relevant employer on the snapshot date.

“relevant employer” means an employer with over 250 employees on the snapshot date.

“relevant pay period” means the period of 12 months ending on the relevant date.

“shift premium pay” means the difference between basic pay and any higher rate paid by the employer for work during different times of the day or night.

“working hours” means the hours when a relevant employee is available, or required to be available, at or near his or her place of employment for the purposes of working, but does not include the hours when the relevant employee is asleep, notwithstanding that the relevant employee, by arrangement, sleeps at or near his or her place of employment and the relevant employer provides suitable sleeping facilities for that relevant employee.

Foreword



Mark Cullen
Chief Executive Officer

I am pleased to present the Health and Safety Authority's Gender Pay Gap Report for 2025, our third annual publication under the Gender Pay Gap Information Act 2021. This report reaffirms our commitment to transparency, equality and inclusion across all aspects of our organisation.

For the reporting period, I am encouraged to note a gender pay gap of -3.8%, meaning that the average hourly rate of pay for female employees is marginally higher than that of male employees.

This outcome reflects the Authority's ongoing efforts to ensure balanced representation of both men and women at all levels, including senior roles, and demonstrates the positive impact of our initiatives to support career progression and flexible working arrangements.

The Authority continues to place equality, diversity and inclusion at the heart of our workplace culture. Our people are our greatest strength and this report provides further evidence that the Health and Safety Authority is a place where opportunity is open to all.

The continued focus on gender pay gap reporting is not simply a matter of compliance; it is a cornerstone of how we build a stronger, more resilient organisation. It enables us to identify areas for improvement and to ensure that opportunities for advancement are open to all.

By analysing and publishing this data, we not only meet our statutory obligations but also strengthen our ability to shape future policies and practices that foster fairness and inclusivity. As we look ahead, we remain committed to building on this progress, ensuring that our workforce reflects the values of respect, equity and opportunity.

The benefits of this work extend beyond the Authority itself. A workplace that values equality and diversity is better positioned to attract and retain talented people, foster innovation and deliver on our strategic priorities. This report is both a marker of achievement and a reminder of the responsibility we carry to sustain and deepen these gains.



Introduction

As part of a broader strategy to address gender parity within Irish workplaces, the Government announced the Gender Pay Gap Information Act 2021 and associated regulations on International Women's Day in 2022.

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. These regulations require organisations with over 250 employees to report on their Gender Pay Gap by reference to their employees on a particular snapshot date in June. Organisations are also required to publish a written statement setting out the reasons for the differences in gender pay gap metrics and the measures (if any) being taken, or proposed to be taken, to eliminate or reduce such differences.

The Health and Safety Authority reached the 250 staff threshold in 2023, the first Gender Pay Gap report was published in December 2023. This is the Authority's third Gender Pay Gap Report.

There is an important distinction between unequal pay and the gender pay gap, each of which has different underlying causes. Paying women less than men for the same job, purely on account of their gender, is illegal and is clearly addressed in Irish equality legislation.

All staff within the Authority have a salary based on agreed public sector salary scales. These pay scales are applied to both women and men in accordance with the relevant grade and incremental point relating to service.

The gender pay gap measures the average difference in hourly earnings between men and women across an organisation, expressed as a percentage of men's earnings. This indicator provides insight into the broader patterns of gender representation, career progression and access to senior positions, as opposed to simply comparing pay between men and women performing the same roles. The gender pay gap can be influenced by a range of factors, including organisational structure, job family distribution, flexible and part-time work arrangements and historical trends in recruitment and promotion.

In previous reporting periods, the Authority has implemented a series of targeted actions to support gender equality in recruitment, leadership development and access to flexible work options.

The gender pay gap measures the average difference in hourly earnings between men and women across an organisation



1.1 Who we are

The Health and Safety Authority was established under the Safety, Health and Welfare at Work Act 1989, which has since been replaced by the Safety, Health and Welfare at Work Act 2005. Additional functions have been conferred on the Authority since then under the Chemicals Act 2008 and 2010 and other legislation. In 2014, the Irish National Accreditation Board (INAB) was included under the Authority's functions. The Authority reports to the Minister of State for Employment, Small Business and Retail under delegated authority from the Minister for Enterprise, Tourism and Employment.

The main legislative roles include the areas of Occupational Safety and Health, Chemicals, Market Surveillance and Accreditation. The Authority's mission is to realise a safe and healthy working life for people in Ireland and to foster an environment where businesses can grow and prosper. Also, to see human health protected by the safe use of chemicals in and out of work and to ensure that providers of services and products are accredited thereby enhancing the confidence of their customers and clients.

1.2 What do we report on?

The Gender Pay Gap Information Act 2021 requires the following measures to be reported.

Mean gender pay gap – the difference between the mean (average) hourly rate of pay of male full pay and part-time relevant employees and that of female full-pay and part-time relevant employees and temporary workers. This is expressed as a percentage of the male hourly figure. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females in the reporting period, conversely if this figure is negative, it means that the average hourly rate of females is higher than that of males.

Median gender pay gap – the difference between the median (middle of the range) hourly rate of pay of male full-pay and part-time relevant employees and that of female full-pay and parttime relevant employees and temporary workers.

Median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Mean benefit-in-kind gap – the difference between the mean benefit-in-kind received by male relevant employees and that received by female relevant employees.

Median benefit-in-kind gap – the difference between the median benefit-in-kind received by male relevant employees and that received by female relevant employees.

Quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

The legislation also requires organisations to outline what steps are being taken or planned to be taken to address any gaps that are identified. If an organisation reports a positive gender pay gap, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females, with the converse meaning the same. Gender pay gaps can fluctuate from month to month and across quartile pay bands, depending on changes to headcount. However, headline figures will give a good indication of the differences between average earnings of males and females.

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Gender Pay Gap Statement

The snapshot date for this report is 3 July 2025 and the reporting period is 2 July 2024 to 3 July 2025.

For the period under review, the Health and Safety Authority reports a mean gender pay gap of -3.8%. This negative value signifies that, on average, women within the Health and Safety Authority earn a higher hourly rate than men. This outcome reflects positively on our ongoing efforts to build a more balanced and equitable workplace, though the Authority remains vigilant in monitoring pay structures to ensure sustained progress.

The Authority's Gender Pay Gap for 2025 is
-3.8%

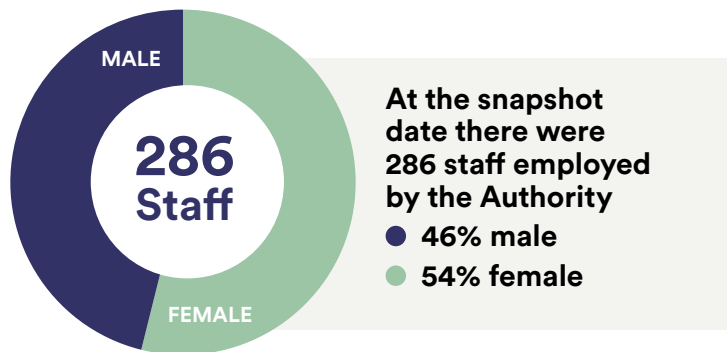


Table 1 - Headcount

Headcount	Full-Time	Part-Time*	Total
Male	124	7	131
Female	122	33	155
			286

* Part-Time includes those availing of Shorter Working Year and Reduced Hours Contracts at the snapshot date.

Detailed Analysis of Mean and Median Hourly Pay

	All Males	All Females	Difference (%)	Part-Time Males	Part-Time Females	Difference (%)
Mean Hourly Rate (€)	30.93	32.11	-3.81	30.25	34.10	-12.73
Median Hourly Rate (€)	32.40	32.63	-0.69	30.25	35.95	-18.84

The data demonstrates that the mean hourly pay for all female staff stands at €32.11, with all male staff at €30.93, resulting in a mean pay gap of -3.81%.

Among part-time employees, the mean hourly rate rises to €34.10 for females and €30.25 for males, an even wider gap of -12.73% in favour of women. On a median basis, female staff earn €32.63 versus €32.40 for male staff (a median pay gap of -0.69%) and part-time female employees earn €35.95 compared to €30.25 for part-time males (a median gap of -18.84%).

These statistics further highlight the positive representation of women in both full-time and part-time positions, as well as across a spectrum of roles within the Authority. The data also suggests that women occupy a significant number of positions with higher hourly rates, particularly within the part-time cohort, which reflect a combination of seniority, specialist roles, or the structure of flexible working arrangements.

Gender Distribution Across Pay Quartiles

Pay quartiles are calculated by dividing the workforce into four equal-sized groups according to hourly pay rates, from the lowest (Quartile 1) to the highest (Quartile 4).

Quartile	Male (%)	Female (%)
Quartile 1 (Lowest)	52.11	47.89
Quartile 2	40.28	59.72
Quartile 3	47.89	52.11
Quartile 4 (Highest)	43.06	56.94

Analysis of the quartile data reveals that female staff are well-represented across all quartiles, with their presence most pronounced in the second (59.72%) and highest (56.94%) quartiles. This distribution signals effective gender representation not only at entry and mid-career levels but also in senior roles and higher paybands, underscoring the Authority’s success in promoting female career advancement.



Trends and Progress Compared to Previous Years

Although the focus of this report is on the period from July 2024 to June 2025, it is important to contextualise this year's results within the broader trajectory of the Authority's efforts to ensure pay equity.

In 2024 and 2023, the Authority reported mean pay gaps of 0.8% and -1.5% respectively.

This demonstrates the ongoing commitment to ensuring that there is a fair representation of both genders at all levels of the organisation. The Authority acknowledges that maintaining and deepening progress requires ongoing commitment and regular evaluation of all HR processes and outcomes.

Factors Influencing the Gender Pay Gap

Several interrelated factors contribute to the observed gender pay gap at the Health and Safety Authority:

- ▶ **Role Classification:** The distribution of male and female employees across different grades, functions and areas of specialisation has a direct impact on average pay levels. A strong representation of women in higher-level grades and roles is a positive signal for gender equality.
- ▶ **Part-Time and Flexible Working:** The data indicates that part-time female employees, in particular, benefit from higher mean and median hourly rates. Flexible working arrangements and support for work-life balance play a significant role in attracting and retaining talented female staff.
- ▶ **Recruitment and Promotion Practices:** Transparent recruitment and promotion processes, coupled with targeted development programmes, have contributed to a more balanced gender composition across all levels of the Authority.
- ▶ **Organisational Culture:** A culture of inclusion and support for diversity underpins all HR practices and shapes the broader environment in which staff progress and succeed.

Actions and Initiatives to Support Gender Equality

To further advance gender equality and sustain positive pay gap trends, the Health and Safety Authority is committed to a range of proactive measures:

- ▶ Ensuring that recruitment and promotion panels are diverse and that selection processes remain transparent and merit-based.
- ▶ Expanding access to mentoring, coaching and leadership development programmes tailored for all staff.
- ▶ Continuing to offer and promote flexible working arrangements, job-sharing and remote work options to support staff at all life stages.
- ▶ Regularly reviewing pay structures, job evaluations and progression opportunities to identify and address any emerging disparities.
- ▶ Monitoring exit and progression data to detect trends related to gender or other diversity dimensions and acting promptly to address them.
- ▶ Fostering an organisational culture that values difference, mutual respect and the celebration of achievements across the entire workforce.

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Conclusion

The Health and Safety Authority is proud of the progress made in narrowing and, in the current period, reversing the gender pay gap.

Our data for 2025 demonstrate that women are not only well represented but also fairly rewarded across the organisation. The Authority will continue to build on this strong foundation, striving to preserve and extend equal opportunities for all staff through evidence-based action and continuous improvement.



Our Vision:
**To deliver healthy
and safe working
lives and contribute
to productive
enterprises**



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