



Irish Nurses and Midwives Organisation
Working Together

Gender Pay Report 2025

Introduction

The Irish Nurses and Midwives Organisation (INMO) is the leading professional trade union in Ireland dedicated exclusively to advancing the rights, interests, and working conditions of nurses and midwives. We advocate on behalf of our members in matters relating to regulation, professional development, and clinical practice, and we provide strong leadership on nursing and midwifery issues at both national and international levels.

92% of our nurses and midwives are female, the INMO has a long-standing commitment to championing gender equality across the nursing and midwifery professions. As a trusted voice for over a century, we understand that advancing equality in the wider health sector must be matched by our own internal practices. For this reason, we are committed to investing in our workforce and fostering a workplace culture grounded in equality, diversity, inclusion, and wellbeing.

This report covers the period from 1 July 2024 to 30 June 2025. As well as outlining the gender breakdown of employees, it outlines the key gender pay gap metrics as required. These figures are presented for employees working full-time, part-time, and temporary roles. The report also analyses the distribution across four pay quartiles.

In addition to reporting these figures, the report seeks to explain the factors contributing to any identified pay gaps and to outline the measures being taken to reduce or eliminate them.

Background – Gender Pay Gap Reporting

The Gender Pay Gap (GPG) represents the difference in the average hourly pay between men and women across an organisation. It provides an overall picture of gender parity within the workforce and should not be confused with equal pay, which concerns pay differences between individuals of different genders performing the same or similar work, or work of equal value.

In Ireland, the Gender Pay Gap Information Act 2021 established the legislative basis for GPG reporting. Under this legislation, organisations are required to publish data on their hourly gender pay gaps across a defined range of metrics. The reporting period covers the 12 months immediately preceding and including the snapshot date.

We have reported data for women and men as required by law, while recognising that not all employees identify within a binary gender framework.



INMO Gender Data Analysis 2025

Snapshot Date: 30 June 2025. Total Headcount: 80 employees

The snapshot date was taken as of 20 June 2025. A total of 80 employees were included in this analysis, comprising 17 males and 63 females. Women represent the significant majority of the workforce at 79% with men accounting for 21% (Figure 1). This distribution is consistent across all employment types. Among full-time staff, 50 are female compared with 11 males, meaning 82% of full-time roles are held by women. Part-time employment also shows a female majority, with women representing 68% percent of part-time roles (6 female, 3 male).

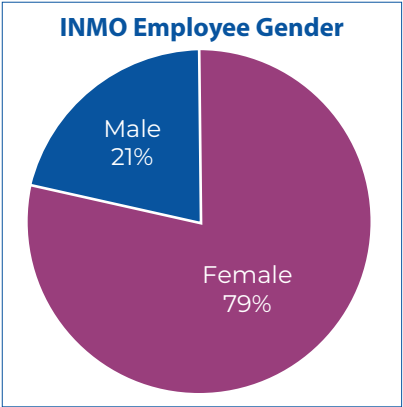


Figure 1 INMO Employee Gender Breakdown

The breakdown of full-time, part-time, and temporary roles is presented in Table 1.

Employment Type	Male	Female
Full-time	11	50
Part-time	3	6
Temporary	3	7

Table 1 Employment Type Gender Breakdown

Gender Pay Gap Metrics

The key gender pay metrics for the reporting period are outlined below.

Measure	Result
Mean hourly remuneration gap	26.50%
Median hourly remuneration gap	36.90%
Bonus pay gap	Not applicable*
Part-time staff mean hourly remuneration gap	22%
Part-time staff median hourly remuneration gap	12%
Temporary staff mean hourly remuneration gap	-11%
Temporary staff median hourly remuneration gap	-25%

Table 2 Gender Pay Gap Metrics

*No employees received bonuses during the snapshot period

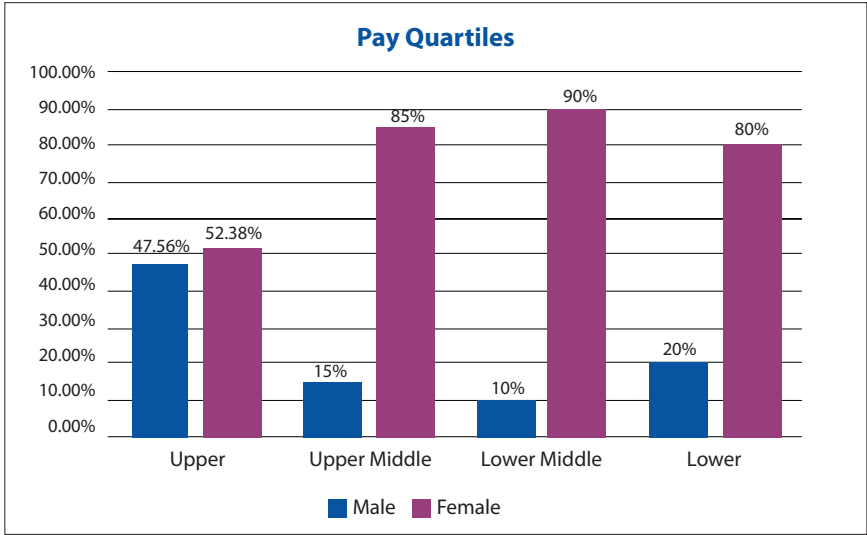


Table 3 Gender Pay Quartiles

Benefits in Kind (BIK)

Benefit in Kind (BIK)	Male	Female
Receiving BIK	21.05%	5.08%
Not receiving BIK	78.95%	94.92%

Table 4 Benefit in Kind (BIK) Gender Breakdown

Data Analysis

The INMO’s Gender Pay Gap Report for the period ending 30 June 2025 reflects the gender composition of our workforce and the distribution of staff across grades and roles.

Women make up 79% of the workforce, and this distribution strongly influences the gender pay outcomes.

The mean gender pay gap is 26.5% while the median gender pay gap is 36.90%.

The wider median gap indicates that a greater proportion of female employees are positioned in the lower and middle segments of the pay distribution. This pattern is confirmed in the quartile analysis: women represent 90% of the lower-middle quartile and 85% of the upper-middle quartile.

In the lower quartile, women account for 80% of employees. The upper quartile, representing higher-paid roles, is more balanced at 52.38% female and 47.62% male.

These findings do not reflect unequal pay for equal work. All employees are remunerated according to INMO salary scales, benchmarked with the Department of Health, and placement on these scales, including the starting point, incremental credit, and pay on promotion, is benchmarked under INMO terms and conditions

Instead, the gender pay gap is driven primarily by the distribution of men and women across grades and functions. Women are more heavily represented in administrative and support roles, which are typically aligned with lower and middle pay bands.

Conversely, men are proportionately more represented in higher-graded positions and in roles that attract Benefits in Kind (BIK). The BIK data reinforces this pattern, with 21.05 percent of male employees receiving BIK compared with 5.08 percent of female employees.

Overall, the organisation’s gender pay gap reflects structural workforce composition rather than differences in pay for comparable roles. The INMO continues to support progression pathways, review role structures, and maintain gender balance at senior levels.





Actions to Address the Gender Pay Gap

To continue strengthening gender balance and addressing the structural factors that contribute to the gender pay gap, the following actions are being implemented or enhanced:

Recruitment and Promotion Practices

- Recruitment decisions based strictly on competencies, qualifications, skills, and experience.
- Promotion processes designed to ensure equality of opportunity and remove barriers to progression.
- Use of gender-balanced shortlisting and interview panels where possible.
- Monitoring recruitment and promotion data to identify any unintended gender-based impacts.

Career Development and Progression

- Equal access to lifelong learning opportunities, including training, on-the-job learning, and relevant work experience.
- INMO provides financial support of up to 50% for approved work-related courses.
- Support for personal and career development, aligned with organisational needs and individual aspirations.

Flexible Working and Work-Life Balance

- Continued support for flexible and part-time working arrangements, recognising that caring responsibilities disproportionately affect women.
- Implementation of hybrid working options that support productivity, collaboration, and wellbeing.
- Availability of career breaks for domestic reasons, education (including postgraduate study), or travel, supporting staff to balance life events with long-term career progression.

Data Monitoring, Transparency, and Review

- Annual review of gender pay and progression data to track trends and evaluate impact.
- Regular reporting to the INMO Executive Council.
- Inclusion of gender-equality and pay-gap considerations in strategic and workforce planning.

Awareness, Engagement, and Inclusive Culture

- Promotion of equality, diversity, and inclusive practices across all levels of the organisation.
- Communication and engagement activities to reinforce shared responsibility for maintaining a fair, transparent, and supportive workplace culture.
- Implementation of positive action programmes, consistent with equality legislation, to remove systemic barriers.

Conclusion

The INMO remains fully committed to ensuring that all employees are rewarded fairly for their work and have equal opportunities for advancement. Our gender pay gap is primarily reflective of the distribution of roles across grades, and not a result of unequal pay practices.

Through continued focus on career development, fair recruitment, and inclusive workplace policies, the organisation will continue its work in this area and sustain a culture of equity, respect, and opportunity for all employees.