

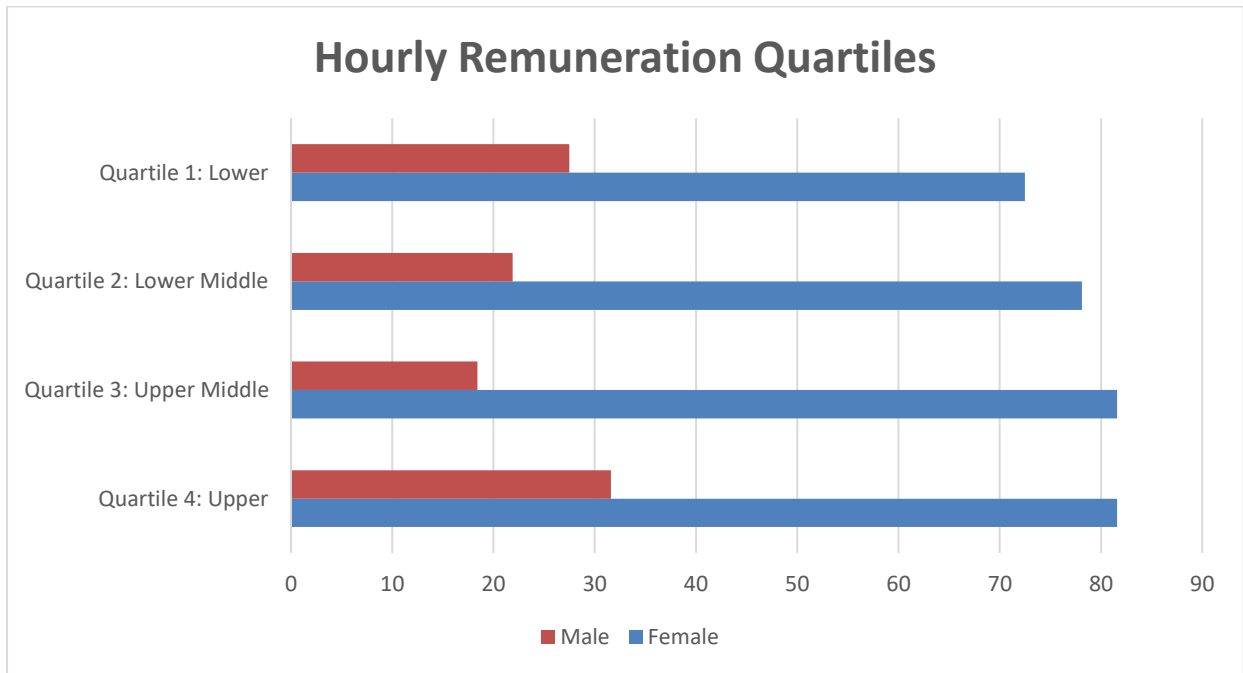
# St James's Hospital Gender Pay Gap Report 2025

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### 3. Hourly remuneration - quartiles:



**Commentary:**

The distribution across these quartiles reflects the gender distribution ratio of female to male 75:25 across employees of St James Hospital, of which headcount was 5,796 at the end of June 2025. Our medical population is the most closely gender-balanced grouping, however, this population also sits on the highest pay scales applicable in our environment.

#### 4. Mean hourly remuneration

##### Full-time contract data

The difference between the mean hourly remuneration of male and female employees expressed as a percentage of the mean hourly remuneration of full-time male employees: **19.5%**.

##### Part-time contract data

The difference between the mean hourly remuneration of male and female part-time employees expressed as a percentage of the mean hourly remuneration of part-time male employees: **15.7%**.

##### Temporary contract data

The difference between the mean hourly remuneration of male and female employees on temporary contracts expressed as a percentage of the mean hourly remuneration of male employees on temporary contracts: **21.1%**.

#### Commentary:

St James's Hospital offers a range of flexible working options to all staff. We constantly advertise full-time positions across all categories of staff, at a wide range of salary levels and we employ only a small proportion of staff on temporary contracts. All of our non-consultant hospital doctors (NCHDs) are classified as holding temporary contracts.

## 5. Median hourly remuneration

### Full-time contract data

The difference between the median hourly remuneration of male and female employees expressed as a percentage of the median hourly remuneration of male employees: **0.2%**.

### Part-time contract data

The difference between the median hourly remuneration of male and female part-time employees expressed as a percentage of the median hourly remuneration of part-time male employees: **0.7%**.

### Temporary contract data

The difference between the median hourly remuneration of male and female employees on temporary contracts expressed as a percentage of the median hourly remuneration of male employees on temporary contracts: **21.7%**

### Commentary:

Median pay rates may be a better reflection of central tendency in a dataset for hospital employees, where the data is skewed by the large differential in medical grades compared to non-medical grades. See the note on medical staffing in the section on temporary contracts.

The HSE National Database Team, introduced a newly developed standardised report during 2024. As a result of changes to some of the criteria, there may be slight variances to the percentage totals contained in this report.

*As outlined previously, the HSE deemed that bonus payments and BIK were deemed not relevant to the hospital and therefore no calculations were carried out in this regard.*