

# Republic of Ireland Gender Pay Gap Report 2025

**Snapshot Date: 30th June 2025**

**Report Deadline: 30th November 2025**

**Number of Employees: 92**

## Reasons for Reporting

Under the Gender Pay Gap Information Act, companies in Ireland with more than 50 employees are legally required to report on their gender pay gap. For our business, it's about more than just legal compliance – Gender Pay Gap reporting is recognised within our overall Diversity, Equity, Inclusion and Belonging (DEIB) Policy as a valuable source of information to assist us in ensuring long-term equity.

Overall, the data presented suggests a positive position regarding gender pay equity, with women well represented at all levels including the highest pay quartile.

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## Company Information

Kingsbridge Private Healthcare Group is the leading private healthcare provider across the island of Ireland. The Group currently operates from one main site location in the Republic of Ireland. Kingsbridge Hospital Sligo offers a range of services to private patients in the West of Ireland. Situated at Garden Hill in Sligo town, the hospital is currently home to 24 specialities, including surgical and diagnostic services:

- Outpatients department
- Endoscopy
- Cardiology
- Ophthalmology
- Gynaecology
- ENT
- Orthopaedics
- Urology
- Men and Women's health services

The gender pay gap information in this report comprises all employees based in the Republic of Ireland at the chosen snapshot date of 30th June 2025. It will be uploaded to our Company website and to the new centralised government portal when available.

### Statutory Gender Pay Gap Metrics – All Employees

Reporting Metric	Reported Value
Mean Hourly Pay Gap %	0.8%
Median Hourly Pay Gap %	-27.4%
Mean Bonus Pay Gap %	N/A
Median Bonus Pay Gap %	N/A
% Male Employees Receiving Bonus	0%
% Female Employees Receiving Bonus	1.4%
% Male Employees Receiving Benefits in Kind	N/A
% Female Employees Receiving Benefits in Kind	N/A

#### Analysis:

- The mean hourly gap is very small (0.8%), indicating near parity in average hourly earnings between men and women.
- The median hourly pay gap is negative (-27.4%), meaning the median woman earns 27.4% more than the median man. This indicates that women are more likely to be in higher-paid clinical or managerial roles relative to men. This atypical result is also affected by the fact that the workforce is predominantly female and, overall, the workforce is relatively small.
- Bonus pay and Benefits in Kind are not significant features of the pay structure, with a negligible number receiving bonuses or benefits in kind.

### Pay Quartiles – All Employees

Quartile	% Male	% Female
Lower	30%	70%
Lower Middle	17%	83%
Upper Middle	4%	96%
Upper	35%	65%

**Analysis:**

- Women are strongly represented in all quartiles, particularly in the lower middle and upper middle quartiles.
- The upper quartile (representing highest paid) is 65% female to 35% male, indicating that women are well-represented at the top of the pay scale.

**Part Time/Temporary Employees Only**

Reporting Metric	Reported Value
Mean Hourly Pay Gap %	9%
Median Hourly Pay Gap %	-2.6%

**Analysis:**

- Among part time/temporary workers, the mean pay gap is 9% in favour of men – however the median is slightly in favour of women (-2.6%). This suggests some higher-paid males in part time jobs. Overall, pay is broadly balanced.

**Summary Statement**

- The negative median pay gap and high female representation in upper pay quartiles suggest that women occupy a significant proportion of higher-paid roles.
- The small mean gap and negative median gap is reflective of the business structure, with women in key clinical or managerial positions, and is influenced by the relatively small workforce.
- The bonus structure is not a significant factor in overall remuneration, with no benefits in kind to be reported.
- The workforce is predominantly female, particularly in the middle and upper pay quartiles.

**Kingsbridge Commitment & Measures**

Kingsbridge already has a number of measures in place. Continued monitoring and transparent reporting, alongside proactive DEIB measures, will help sustain and further improve gender equity:

- Recruitment and promotion strategies, including regular monitoring, to ensure gender equity.
- Flexible working policies to support work-life balance.
- Leadership development programmes to encourage progression for all.
- A comprehensive Diversity, Equity, Inclusion and Belonging (DEIB) Policy and initiatives to maintain and improve equity.

Any queries regarding this report should be noted FAO Sinead Sharpe, Director of People & Culture, and be directed to [humanresources@kingsbridgehealthcaregroup.com](mailto:humanresources@kingsbridgehealthcaregroup.com)