



National
Cancer
Registry
Ireland

GENDER PAY GAP REPORT

THE NATIONAL CANCER REGISTRY

2024 - 2025

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1. DIRECTORS ADDRESS



Prof Deirdre Murray
Director

At NCRI, we are committed to fostering an inclusive and equitable workplace where talent thrives regardless of gender. Our first Gender Pay Gap Report reflects encouraging results: women are well represented across all pay quartiles, demonstrating our dedication to supporting female talent at every level of the organization particularly in the upper quartiles. However, we recognise that representation in the lowest quartile remains an area for improvement. This insight drives us to take focused action to ensure fairness and opportunity for all employees.

Our commitment to creating a positive and supportive workplace has been consistently recognized. NCRI has proudly held Best Places to Work status for three consecutive years and has been acknowledged by IBEC with the prestigious KeepWell Mark, reflecting our unwavering focus on employee wellbeing. These achievements underscore our belief that equality and wellbeing go hand in hand in building a thriving organization.

We will continue to build on our strengths and address challenges transparently, because equality is not just a goal—it is a value that shapes our culture and future.

Deirdre Murray

2. EXECUTIVE SUMMARY

This report provides a transparent overview of NCRI's gender pay gap for the period July 2024 to June 2025. NCRI demonstrates near pay parity with a mean gap of -5.56% (in favour of women) and a median gap of 0.23% (in favour of men). Key highlights include strong female representation in senior roles and proactive equality measures. NCRI commits to continuous improvement through targeted actions and compliance with the Gender Pay Gap Information Act 2021.

3. INTRODUCTION

At the NCRI, we're dedicated to promoting gender equity and building a working environment where everyone has equal opportunities to succeed. We are invested in promoting an equal, inclusive, and diverse workforce. This is our first Gender Pay Gap Report – it provides a transparent overview of the gender pay gap

The provision of equal pay between men and women is an issue of significant policy concern. In response to this, the Government passed the Gender Pay Gap Information Act in July 2021.

From 2025 onwards all organisations with over 50 employees are required to report on their Gender Pay Gap. The NCRI will publish its first GPG report in November 2025 based on 2024-2025 data. This year's report will provide the steady baseline for future tracking of the NCRI's GPG.

The Gender Pay Gap Information Act 2021 introduced the legislative basis for NCRI reporting in Ireland and requires organisations to report on their hourly GPG.

Organisations with over 50 employees are required to report by selecting a "snapshot" date in the month of June to base their reporting. The snapshot date chosen by the NCRI is the 30th of June 2025. A headcount of all employees on this date was carried out, and the gender pay information was calculated based on those employees' remuneration between 1st July 2024 and 30th June 2025.

At the snapshot date the NCRI had a total of 57 employees with female employees being 69% (42) and male employees being 31% (15).

The employment profile and the gender pay gap profile for the reporting period are presented in this report.

4. COMPLIANCE STATEMENT

This report is prepared in accordance with the Gender Pay Gap Information Act 2021. It will be published on the NCRI website and made available in accessible formats.

Key Metrics

METRIC	VALUE
Mean Gender Pay Gap	-5.56% (in favour of women)
Median Gender Pay Gap	0.23% (in favour of men)
Proportion Receiving Bonus	0%

5. DATA

5.1 Source of Data

The data for this report was provided by the payroll team in Forvis Mazars from the NCRI’s payroll data.

- The Europay payroll software used by Forvis Mazars Payroll Team provides pay information relevant to the reporting period, including data on ordinary pay.

After the data from the above systems was examined, the necessary computations and compilations could be completed.

6. EMPLOYMENT PROFILE

On 30 June 2025 there were 57 employees in the NCRI.

Fig 6.1 – Employment Profile: All Employees

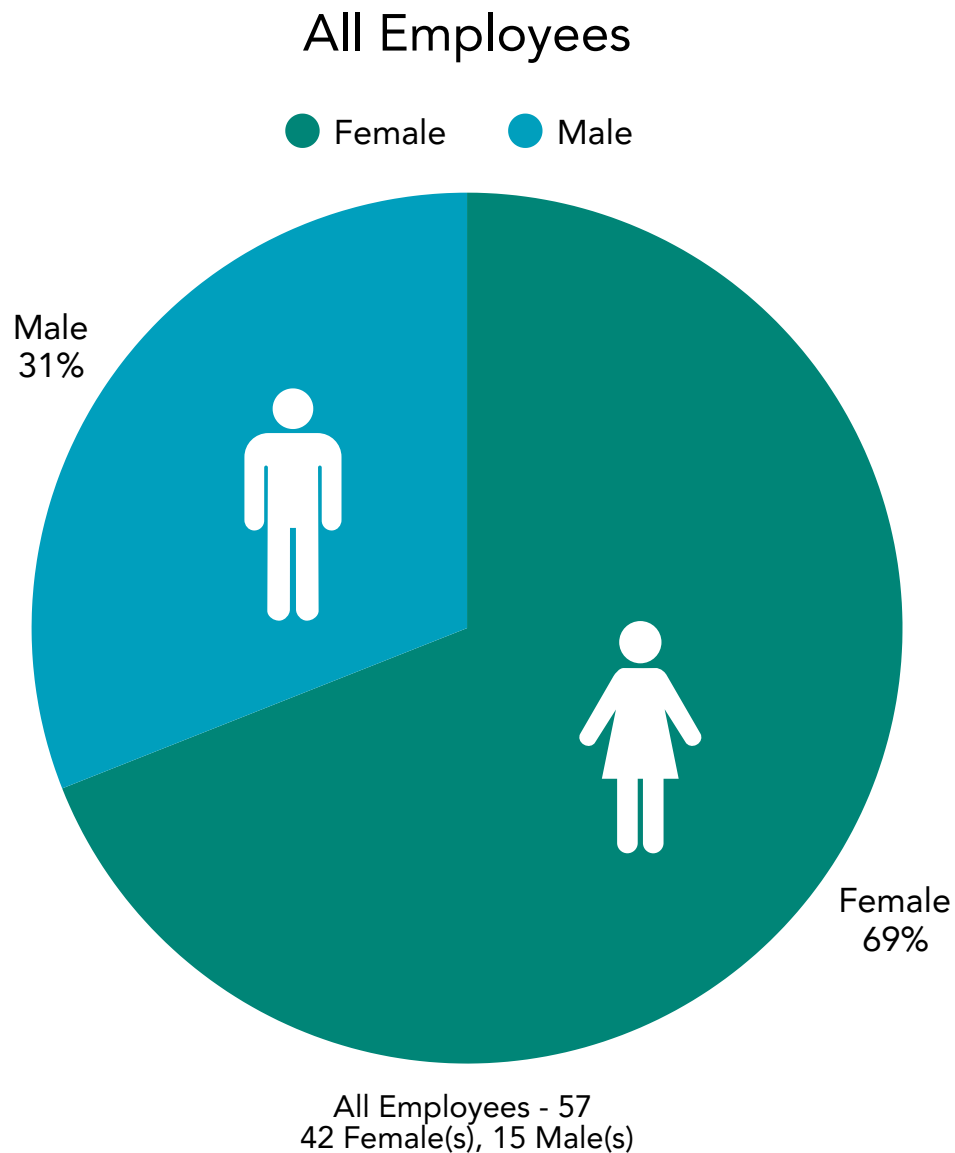


Fig 6.2 – Employment Profile: Full Time Employees

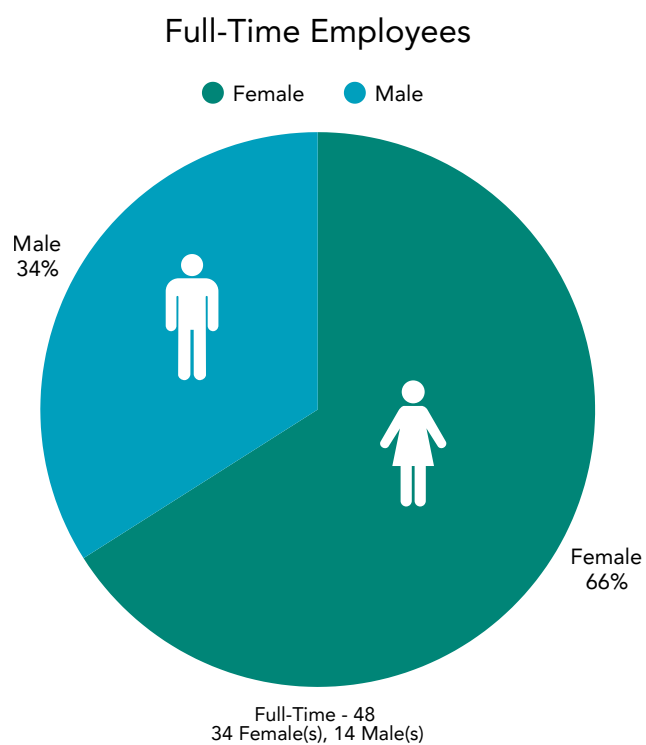
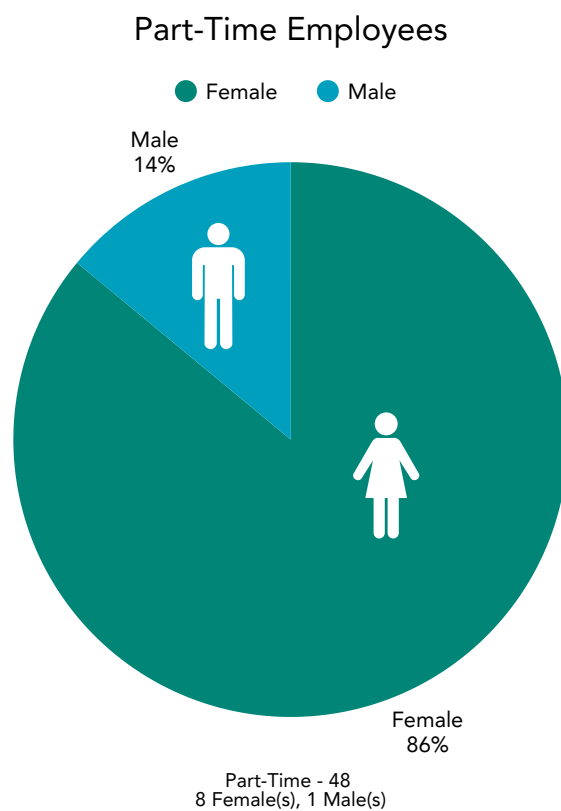


Fig 6.3 – Employment Profile: Part Time Employees

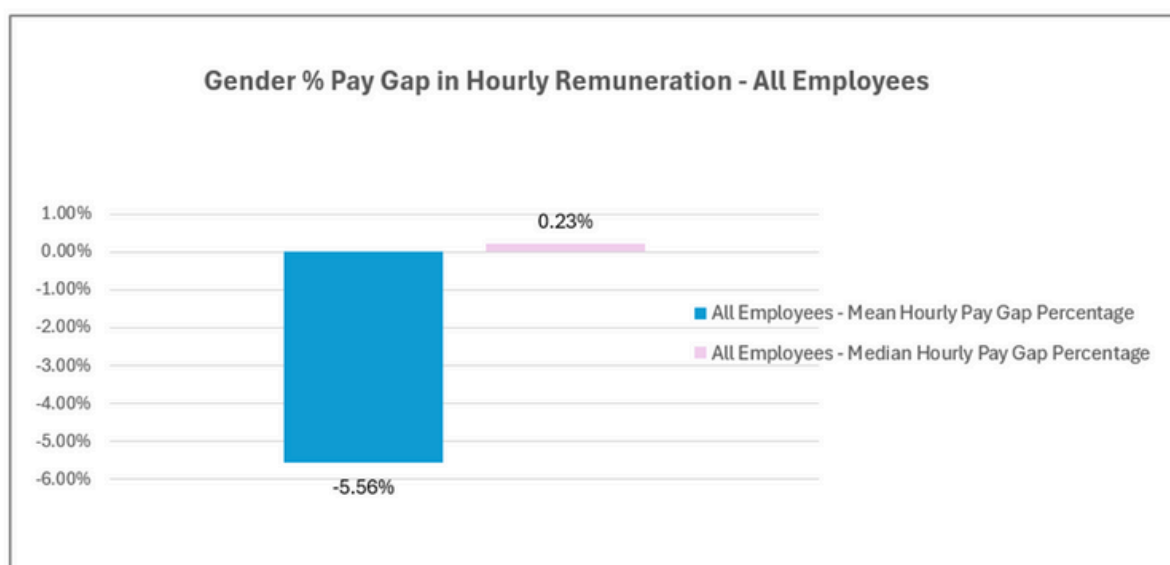


7. GENDER PAY GAP PROFILE

The GPG is the difference in the average hourly wage of males and females across a workforce. It does not consider any other factors (for example, years of service, grade or any period of statutory leave).

The GPG using the mean hourly rate for the reporting period was -5.56% in favour of female employees. The GPG using the median hourly rate was 0.23% in favour of male employees.

Fig 6.1 – Gender % Pay Gap in Hourly Remuneration - All Employees



The Gender Pay Gap Information Act 2021 requires organisations to provide the Mean Gender Pay Gap % and the Median Gender Pay Gap % across three different categories:

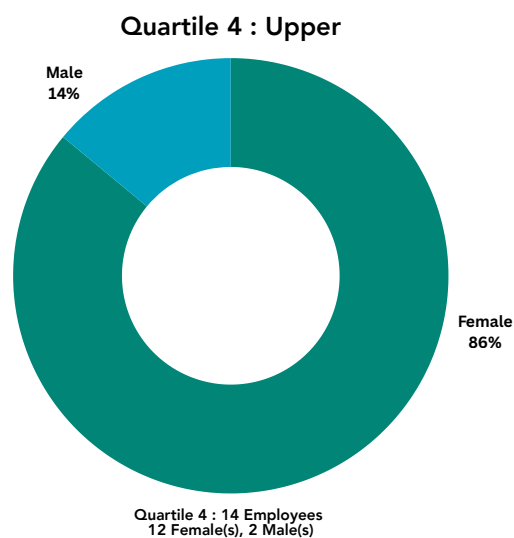
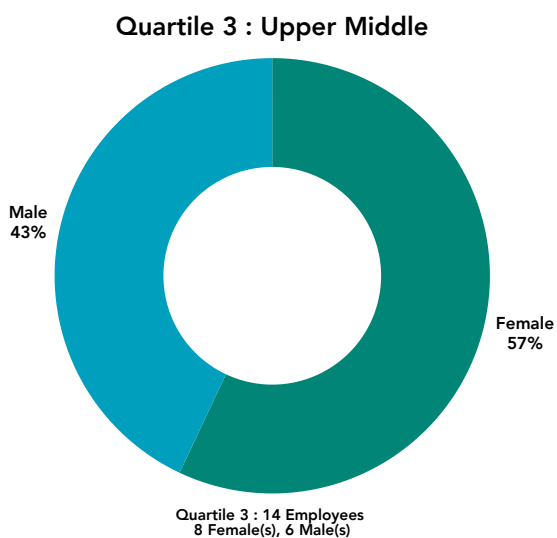
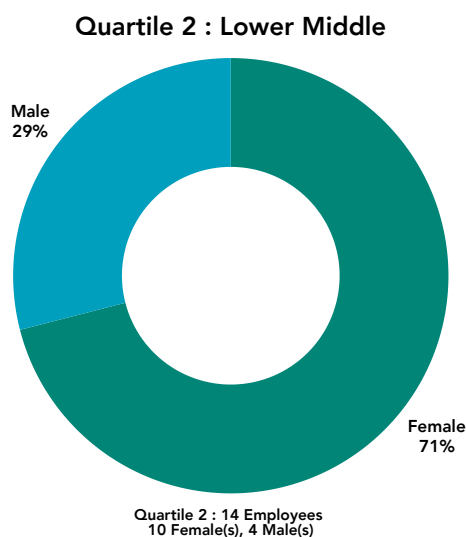
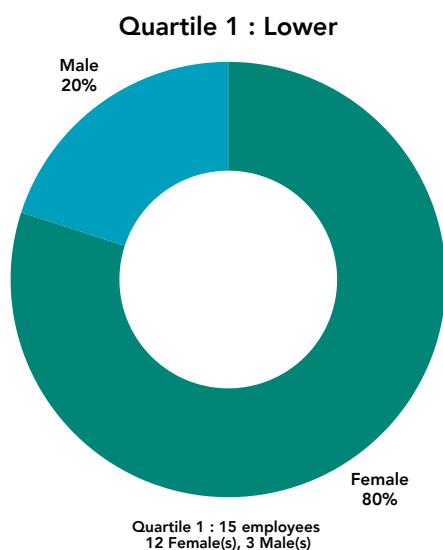
- All Employees
- Part-Time Employees

	Gender % Pay Gap in Hourly Remuneration	
	Mean %	Median %
All Employees	-5.56%	0.23%
Full Time Employees	-5.76%	-0.57%
Part Time Employees	-2.83%	-7.18%

Gender Breakdown by Quartile

Employees were organised into quartiles based on hourly remuneration of all male and female full- time employees: lower, lower middle, upper middle and upper.

The proportion of male (in **blue**) and female (in **green**) full-timeemployees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time or temporary employees.



8. ANALYSIS

The NCRI's gender pay gap results show a **mean gap of -5.56%** (women earning slightly more on average) and a **median gap of 0.23%** (near parity). These positive outcomes can be attributed to several factors:

1. Equal Pay for Equal Roles

NCRI ensures men and women in the same roles receive equal pay, supported by transparent salary structures and regular pay audits.

2. Higher Representation of Women in Senior Positions

Women hold a significant proportion of leadership and specialist roles, which typically command higher salaries.

3. Supportive Workplace Policies

Policies such as flexible working arrangements, parental leave and career development programs help women progress and remain in the workforce.

4. Workforce Composition

A higher proportion of women in the overall workforce, particularly in well-paid roles, positively influences the average pay gap.

5. Career Development and Tenure

Women at NCRI have longer tenure leading to progression into senior roles.

6. Inclusive Organisational Culture

NCRI's commitment to diversity and inclusion fosters equal opportunities for advancement and leadership.

9. MEASURES IMPLEMENTED TO ENSURE GENDER PAY EQUITY

1. Recruitment

All internal competitions in the NCRI are conducted in line with the Code of Practice as set out by the Commission of Public Service Appointments (CPSA) to ensure that a fair and equal process is followed throughout. We aim to keep our interview boards gender-balanced and all hiring managers are provided with full training that incorporates equality, diversity and inclusion (EDI) training to facilitate a selection process free of conscious or unconscious bias.

2. Equality, Diversity and Inclusion

NCRI has prioritised the promotion of a positive, inclusive workplace culture. The goal is to engage with colleagues and to identify various initiatives that continue to promote EDI so that we can have a more equal and diverse workplace.

3. Flexible and Blended Working

NCRI is committed to embracing opportunities for remote and blended working, to build a more dynamic, agile and responsive workforce, while sustaining strong standards of performance and high levels of productivity. The NCRI believes that blended work can increase flexibility, improve health and wellbeing, and enhance work-life balance while also delivering on the strategic goals of the organisation.

In 2023, NCRI Blended Working Policy was introduced which allows its employees to apply to work up to 60% of their working week remotely.

4. Menopause Policy

NCRI is committed to fostering an inclusive and supportive workplace where all employees are treated with dignity, respect, and understanding, and where their health and wellbeing are prioritised. Recognising the impact of menopause on employees, the NCRI has published a menopause policy as part of its ongoing efforts to promote dignity, respect, inclusiveness, and gender equality in the workplace. This policy aims to raise awareness of menopause, provide guidance on workplace adjustments, and outline the support available to employees experiencing menopausal symptoms.

5. Data Analysis and Qualitative Research

The Department of Public Expenditure, NDP Delivery and Reform (DPENDPDR) centrally and uniformly sets the pay rates and terms and conditions for all public servants. This allows for a certain amount of transparency and governance regarding pay-related issues, but it also means that the NCRI has no authority to alter the terms and conditions of its employees. However, the NCRI is fully committed to continuing to develop and iterate our robust policies and supports, making sure they are promoted, understood, and are functioning effectively

10. CONCLUSION

NCRI is proud of its positive gender pay gap results, which reflect a longstanding commitment to fairness, transparency, and equality. Through proactive measures, including robust pay equity policies, career development initiatives, and flexible working arrangements, NCRI has created an environment where equal pay for equal work is a reality. Looking ahead, NCRI will continue to strengthen these efforts by implementing best practices and leveraging shared learning from public sector initiatives.

Our goal remains clear: to maintain pay equity and ensure that a negative gender pay gap does not arise within the organisation, reinforcing our dedication to diversity, inclusion, and equal opportunity for all employees

APPENDIX 1: DEFINITIONS

Gender Pay Gap (GPG): The gender pay gap is usually represented as the average difference in gross hourly earnings of men and women, expressed as a percentage of men's average gross hourly earnings. A positive gender pay gap indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

Relevant date: means the date, in the month of June each year that is selected by a relevant employer for the purposes of the report.

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 50 employees on the snapshot date. Relevant pay period means the period of 12 months ending on the snapshot date.

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.

Employee Hourly Rate: The hourly remuneration of an employee is calculated by dividing the employees' total ordinary pay in respect of the reporting period by the hours worked for that period.

Ordinary pay includes: the normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leave such as maternity / paternity / parents leave.

Mean Hourly GPG: The mean gender pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

Median Hourly GPG: The median gender pay gap is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man). The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

Quartiles: Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time employees or for temporary employees.

Snapshot Date: Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant people employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date must be in June but maybe any date in June.

Equal pay: The principle of equal pay does not mean that all workers must be paid equally; it means that any pay differences must be based on objective criteria, not related to gender.

Ordinary pay: means the following types of remuneration, payable to a relevant employee, before any statutory deductions are made –

- a) Basic pay,
- b) Allowances,
- c) Pay for piece-work,
- d) Shift premium pay, or
- e) Overtime pay,
- f) Pay for sick leave,
- g) Any salary top-ups for statutory leaves like maternity leave/paternity leave/parent's leave/adoptive leave,
- h) Pay for gardening leave.

But does not include -

- a) Remuneration referable to redundancy or termination of employment, or
- b) Remuneration other than money

Part-time working: A part-time employee in Ireland is defined in law as an employee whose normal hours of work are less than the normal hours of work of an employee who is a comparable employee. For this paper anyone whose full-time employment status (FTE) is less than one is assumed to be working part-time. Part-time does not include anyone who is on or has taken unpaid leave during the reporting period, for example parental leave.