



Mater
Private
Network



Gender Pay
Gap Report

2025



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Mater Private Network

About Us

Mater Private Network is Ireland's leading private healthcare organisation, providing coordinated, patient-centred care. Founded in Dublin in 1986, the Network has grown into an integrated system of hospitals and specialist centres delivering advanced diagnostics, expert-led treatment, and connected care pathways.

Today the Network includes acute hospitals in Dublin and Cork, Day Hospitals in north and south Dublin, specialist radiotherapy centres in Limerick and Liverpool, and multiple regional outpatient clinics, offering timely and convenient access to high-quality care across Ireland and beyond.

Mater Private Network is particularly recognised for its cardiology, spine, and oncology services, where expert multidisciplinary teams deliver care grounded in evidence and driven by ongoing innovation.

Our ambition is to achieve clinical excellence with increasing simplicity for patients. Through continued investment in our people, technology, and clinical infrastructure, Mater Private Network is advancing innovation while making high-quality healthcare more accessible, coordinated, and seamless.



Our Gender Pay Gap

This Gender Pay Gap Report for Mater Private Network sets out our Gender Pay Gap data and reaffirms our commitment to fostering a fair, inclusive, and diverse workplace. The information presented in this report is based on data collected on the **30th June 2025**.

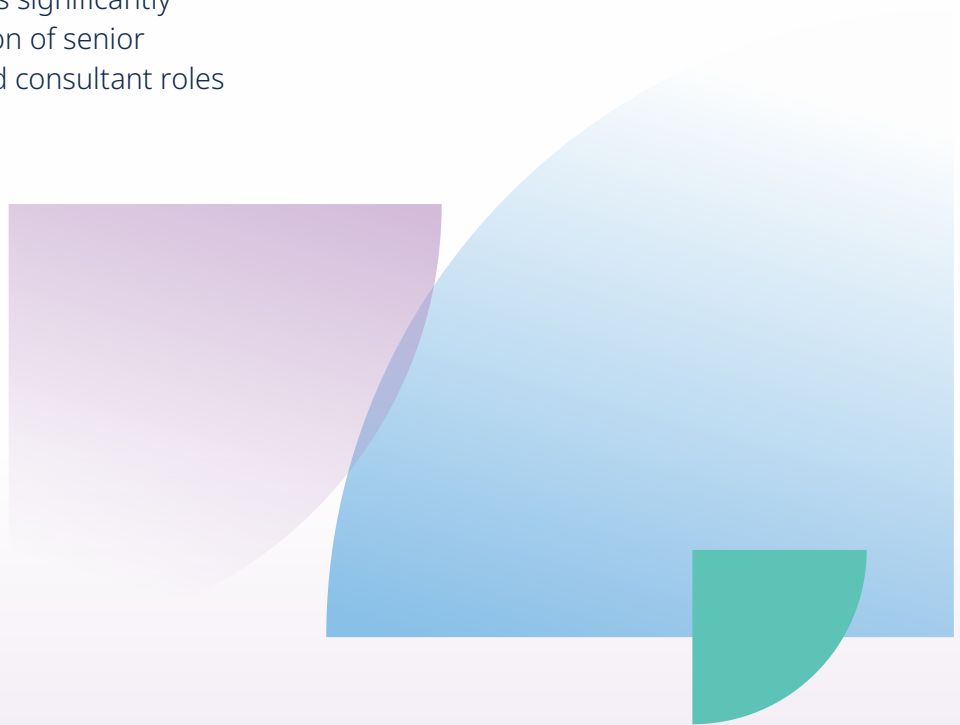
Our overall gender pay gap at Mater Private Network is **43.69%**. This figure reflects the pay difference across our entire workforce, including all employees, senior management, and employed consultants. As in many organisations, the inclusion of senior and highly specialised roles has a significant impact on the overall result.

However, when we look specifically at employees across administration, medical, nursing, allied health professionals, catering, and technical staff, the Gender Pay Gap is **6.06%**. This provides important context and shows that the overall gap is significantly influenced by the distribution of senior management and employed consultant roles across the organisation.

Workforce Composition

At Mater Private Network, **78% of all employees** are paid by reference to HSE pay scales, supporting consistency, transparency, and equality in pay practices. Our workforce composition is **74.79% female** and **25.21% male**, reflecting the broader healthcare landscape, where women are more highly represented – consistent with HSE data showing a workforce that is approximately **78% female**.

This context is important in understanding our Gender Pay Gap. While our workforce profile and pay structures align with sector norms, we recognise the need to improve representation at senior and higher-paid levels. We remain focused on addressing these underlying drivers through continued investment in progression, development, and inclusive practices across the organisation.



Where We Stand

Gender Pay Gap across core employee groups

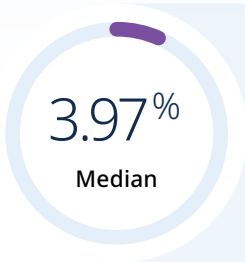
The following figures relate to employees across administration, medical, nursing, allied health professionals, catering, and technical staff. This dataset provides a more representative view of the Gender Pay Gap across the broader workforce, excluding the impact of senior management and employed consultant roles.

Hourly Pay



Mean Gender Pay Gap

The average hourly pay for women is 6.06% lower than for men, driven largely by differences in premium payments such as overtime and shift allowances.



Median Gender Pay Gap

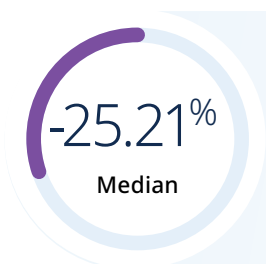
The midpoint pay gap is lower than the mean, indicating a relatively balanced distribution of earnings across roles.

Bonus



Mean Bonus Gender Pay Gap

On average, women receive higher bonus payments than men.



Median Bonus Gender Pay Gap

At the midpoint, bonus payments to women are also higher than those paid to men.

% of Males Receiving a Bonus



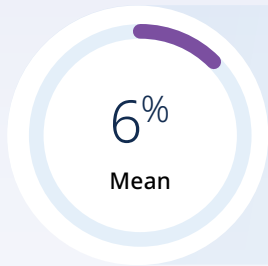
A slightly higher proportion of male employees receive bonus payments.

% of Females Receiving a Bonus



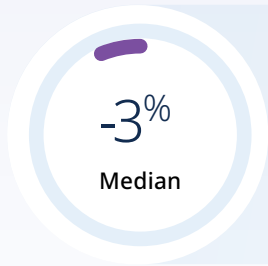
A slightly higher proportion of male employees receive bonus payments.

Part-time Employees



Mean Gender Pay Gap

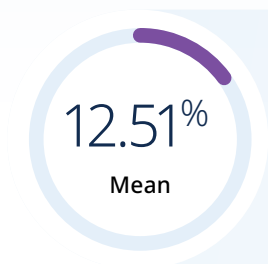
The average pay gap for part-time employees aligns with the overall mean gap.



Median Gender Pay Gap

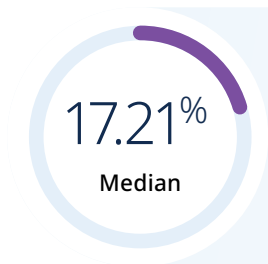
At the midpoint, part-time female employees earn slightly more than their male counterparts.

Temporary Contracts



Mean Gender Pay Gap

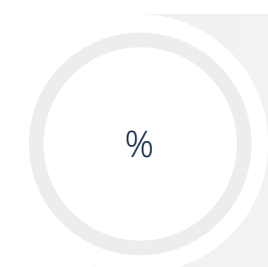
The average pay gap is higher among temporary employees.



Median Gender Pay Gap

The midpoint gap is also higher, reflecting a greater concentration of men in higher-paid temporary roles.

Benefit in Kind (BIK)



There are no BIK payments for this group, so no gender comparison arises.

Additional Context

- Approximately 80% of employees are paid on national HSE pay scales, ensuring equal pay for equal work in base salary.
- Variations in hourly earnings are influenced by premium payments for nights, weekends, and overtime.
- A higher proportion of men work these premium shifts, which increases average hourly earnings and contributes to the gender pay gap.
- Part-time roles are predominantly held by women, reflecting broader national trends.

Key Drivers of the Gender Pay Gap

The Gender Pay Gap is influenced by a range of structural and societal factors, including:

- Women are more likely to work part-time, while men are more likely to work longer hours and overtime.
- Men are more likely to work night, weekend, and extended shifts that attract premium pay.
- Women continue to take on a greater share of unpaid care and domestic responsibilities.
- Career breaks related to childcare and family responsibilities are significantly more common among women.

Gender pay gap across the full workforce

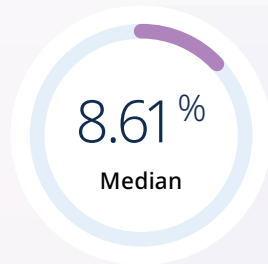
The following figures relate to the full Mater Private Network, including all employees, senior management, and employed consultants. This broader dataset reflects the gender pay gap across the entire organisation and is significantly influenced by the distribution of senior and highly specialised roles.

Hourly Pay



Mean Gender Pay Gap

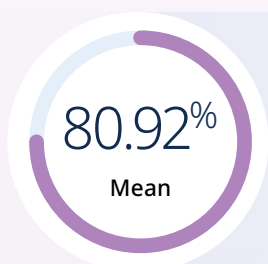
The average hourly pay for women across the organisation is 43.69% lower than for men, reflecting the concentration of men in higher-paid senior management and employed consultant roles.



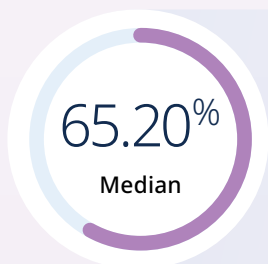
Median Gender Pay Gap

The midpoint pay gap is lower than the mean, indicating that the overall figure is influenced by a smaller number of higher-paid roles.

Bonus



Mean Bonus Gender Pay Gap

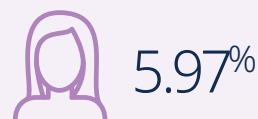


Median Bonus Gender Pay Gap

% of Males Receiving a Bonus

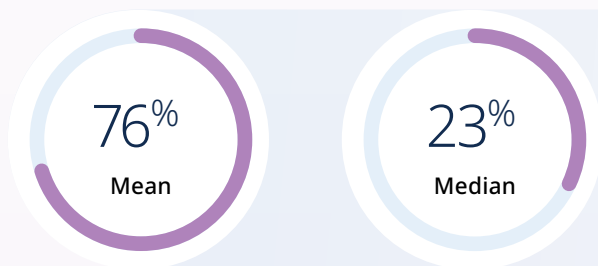


% of Females Receiving a Bonus



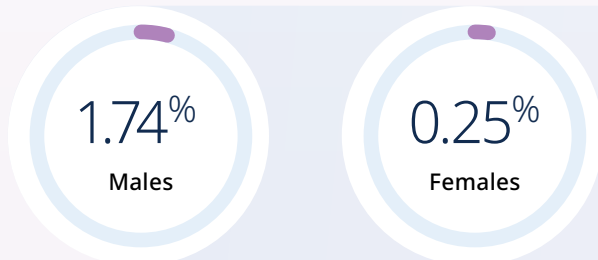
Bonus payments are higher for men on average, and a greater proportion of male employees receive a bonus.

Part-time Employees



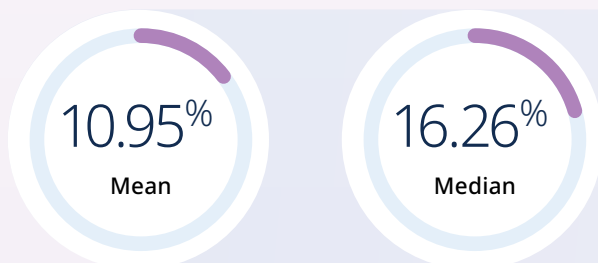
The gap reflects differences in the distribution of roles and earnings among part-time employees.

Benefit in Kind (BIK)



A slightly higher proportion of male employees receive benefits in kind.

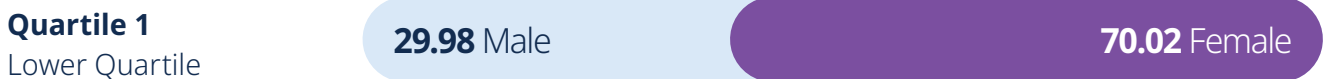
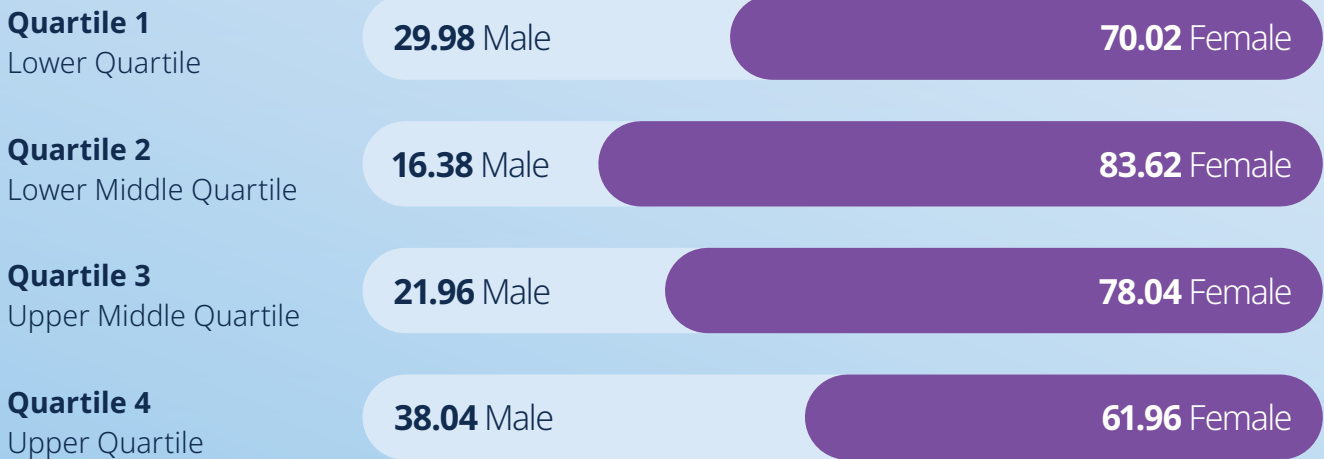
Temporary Contracts



The gap for temporary employees reflects variation in earnings across roles within this group.

Pay Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile indicates the gender representation at different levels of the organisation.



This quartile closely mirrors the overall workforce composition.

- Many roles in this quartile (e.g., healthcare assistants, administrative support, entry-level clinical roles) are occupations traditionally dominated by women.
- These roles are also more likely to be part time or flexible, which statistically are taken up more by female employees.
- The small uplift in male representation compared to other middle quartiles suggests some male employees also occupy entry level non clinical roles.

Quartile 2

Lower Middle Quartile

16.38 Male

83.62 Female

This quartile shows the highest female concentration across all quartiles.

- Staff Nursing roles, which make up a significant portion of hospital staffing, are heavily female dominated; many sit in this pay range.
- Part time and flexible patterns remain common in these roles, further increasing female representation.

Quartile 3

Upper Middle Quartile

21.96 Male

78.04 Female

The gender mix in quartile 3 remains female dominant but with a slight increase in male representation compared to quartile 2.

- This quartile may include more senior nursing roles or supervisory posts, still predominantly female.
- Some technical, maintenance, or specialist support roles, which traditionally attract more men, fall into this range, pushing up the male percentage relative to quartile 2.
- Career progression within female dominated job families (especially nursing) naturally increases female representation in this quartile.

Quartile 4

Upper Quartile

38.04 Male

61.96 Female

This quartile shows the highest proportion of men, significantly above their overall 25% workforce share.

- Senior clinical positions – especially consultant or specialist physician roles – tend to have higher male representation, reflecting national and international trends in medical career pathways.
- Senior management or Medical Consultant roles also attract more male applicants and fall within this quartile.
- These roles often require long tenure or specialised qualifications, which historically have been more male dominated, influencing the current workforce structure.
- Despite this, women still make up most of the highest-paid quartile, reflecting the organisation's overall female-dominant workforce.

Our commitment to inclusion and opportunity

At Mater Private Network, we are committed to inclusion across all aspects of our organisation. We recognise that addressing the gender imbalances underlying the pay gap requires sustained focus and meaningful action. Our approach is centred on attracting, retaining, and supporting the progression of women at all levels, while ensuring equal opportunities for all colleagues.



At Mater Private Network, inclusion and fairness are not aspiration, they are fundamental to how we operate. This report provides transparency on our Gender Pay Gap and highlights where further focus is needed. We are encouraged by the strong representation of women across our workforce. While our pay structures ensure equal work for equal pay, it is recognised that differences in gender representation, particularly within specialist and medical roles, continue to shape our Gender Pay Gap, especially at senior levels. As an equal opportunities employer, our commitment to diversity, equity and inclusion is reflected in our policies and in how we support our people every day. Through focused leadership development, as well as strong employee engagement, and health and wellbeing initiatives, we are taking action to address these challenges. We remain committed to sustained, meaningful progress and building a more inclusive and balanced organisation for the future.



Sandra Daly,
Chief Executive Officer,
Mater Private Network, Cork



Key Initiatives

Strengthening Our Workplace Culture

We use employee feedback to continuously strengthen a culture of trust, collaboration, and inclusion, ensuring all colleagues feel supported and able to succeed.

Recognition and Accreditation

In 2024, Mater Private Network received two key external recognitions reflecting the strength of our people strategy:

- Top Employer Certification – recognising excellence across our people practices, including talent acquisition, development, retention, and diversity and inclusion.
- Great Place to Work Certification – reflecting strong levels of trust, engagement, and positive employee experience, based on colleague feedback.

We were also recognised as a Best Workplace for Women 2026, highlighting our focus on fair pay, tailored support, and development opportunities for women.

Supporting Women's Progression

We are focused on increasing female representation at senior levels through targeted development, leadership opportunities, and clear progression pathways.

Promoting Women in Leadership

Our sponsorship of elite female athletes in 2025 reflects our commitment to supporting women to achieve excellence and increasing the visibility of female role models.

Investing in Women's Health

The development of a dedicated Centre for Women's Health in Cork demonstrates our commitment to advancing both patient care and clinical leadership in areas that predominantly impact women.

Ongoing Analysis and Action

We continue to monitor and analyse our Gender Pay Gap, focusing on improving representation in senior and higher-paid roles and addressing the structural factors that influence earnings.



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