

# IRISH BLOOD TRANSFUSION SERVICE GENDER PAY GAP REPORT

2025

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# Irish Blood Transfusion Service Gender Pay Gap Report 2025

## 1. Introduction

The Irish Blood Transfusion Service (IBTS) is committed to fostering a workplace that is fair, inclusive, and equitable for all employees. As part of this commitment, and in line with the Gender Pay Gap Information Act 2021, IBTS publishes its annual Gender Pay Gap Report. This report outlines the organisation's gender pay gap metrics for 2025, provides context for the results, and sets out the actions IBTS is taking to promote gender equality across the organisation.

The gender pay gap represents the *difference in average hourly pay between men and women across the workforce*, regardless of role, grade, or seniority. It is not a measure of equal pay for equal work, which is a separate legal requirement.

The IBTS is the national organisation with statutory responsibility for collecting, processing, testing and distributing blood and blood products in Ireland. It relies completely on the generosity of voluntary non-remunerated donors to provide sufficient donations to ensure a consistent supply of blood and blood components to patients. It is a critical part of modern healthcare and provides services 365 days a year 24/7. The IBTS is funded through the charging of hospitals for its products and services at a price agreed with the Department of Health. The largest customer for its products and services is the Health Service Executive (HSE).

The IBTS has established strong policies and practices designed to promote diversity, equality, and inclusion across its workforce. These include comprehensive supports for managers and staff—particularly those involved in recruitment—along with training and resources on equality and inclusion, access to expert advice and guidance, initiatives that amplify the voices of employees from underrepresented groups, and structured processes to ensure HR policies and practices are assessed through an equality lens. Together, these measures form a solid foundation that enables the IBTS to continue advancing gender equality in pay and fostering an inclusive organisational culture.

## 2. Workforce Profile

IBTS employs a diverse workforce across clinical, scientific, nursing, administrative, and operational functions. The organisation's work is highly specialised, with roles ranging from medical and nursing to donor services and laboratory science to logistics and corporate governance support.

At the snapshot date the total IBTS nationwide workforce is comprised of 644 employees (headcount) equating to 552.71 whole time equivalents (WTE).

Division	% of employee population (HC) Female	% of employee population (HC) Male
Medical and Scientific	18%	5%

Production and Hospital Services	4%	6%
Donor Services and Collections	41%	9%
Quality and Compliance	6%	1%
CE Corporate Affairs	1%	0%
Human Resources	2%	0%
Finance	1%	2%
IT	1%	1%
<b>TOTAL</b>	<b>75%</b>	<b>25%</b>

*Table 1 % of Employees by Division and Gender*

The workforce is predominantly female, reflecting broader trends in the health and social care sector.

Gender	% of employee population
Female	75%
Male	25%

*Table 2 % of Employees by Gender*

### 3. Gender Pay Gap Metrics (2025)

Pay rates and terms and conditions within the IBTS are aligned with those set centrally for the wider public health sector by the Department of Health and the Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation. These pay structures are determined based on nationally agreed grades and published consolidated salary scales, which apply uniformly and are not differentiated by gender.

#### *Hourly Pay Gap*

Metric	Result
Mean Hourly Pay Gap	<b>6.9%</b>
Median Hourly Pay Gap	<b>0.7%</b>

*Table 3 Total % Pay Gap*

Category	Mean Hourly Remuneration €		Mean Hourly Pay Gap %
	Female	Male	
Fulltime	37.71	40.45	<b>6.8%</b>
Part-time	30.34	29.92	<b>-1.4%</b>
Temporary	29.93	30.72	<b>2.6%</b>

*Table 4 Mean Hourly Remuneration & % Pay Gap by Gender*

Category	Median Hourly Remuneration €		Median Hourly Pay Gap %
	Female	Male	
Fulltime	33.13	33.85	<b>2.1%</b>
Part-time	30.28	30.99	<b>2.3%</b>
Temporary	23.92	27.79	<b>13.9%</b>

*Table 5 Median Hourly Remuneration & % pay Gap by Gender*

## Bonus Pay Gap

IBTS does not operate a bonus system; therefore, no bonus pay gap is reported.

## Benefit in Kind Gap

IBTS does not operate a benefit in kind system; therefore, no benefit in kind pay gap is reported.

## Pay Quartiles

The pay quartile distribution indicates the proportion of men and women in each pay band. While the detailed quartile breakdown is not provided in the public dataset, IBTS acknowledges that quartile distribution is a key driver of the overall pay gap and continues to monitor representation across all levels.

	Lower (Q1)		Lower (Q2)		Middle (Q3)		Upper		Upper Q (4)	
	F	M	F	M	F	M	F	M	F	M
<b>Fulltime</b>	61%	39%	83%	17%	67%	33%	70%	30%		
<b>Part-time</b>	88%	12%	77%	23%	72%	28%	88%	12%		
<b>Temporary</b>	95%	5%	74%	26%	60%	40%	70%	30%		

Table 6 Pay Quartile Distribution

## 4. Understanding the 2025 Gender Pay Gap

The IBTS gender pay gap for 2025 shows a **mean gap of 6.9%** and a **median gap of 0.7%**, both of which are significantly lower than the national average and lower than many organisations in the wider health sector.

- The IBTS gender pay gap results show that, on average, females in fulltime permanent employment and those in temporary employment earn less per hour than their male counterparts. This trend is reversed slightly for part-time employees.
- The largest mean pay gap is in full-time work and can be described as the most meaningful data set as full-time roles typically represent the core workforce and higher paid positions.
- The median hourly remuneration is less across all categories for females when compared with males, however the pay gap is small for full **2.1%** and part time roles **2.3%**.
- The temporary workforce median represents a **13.9%** gap indicating a meaningful difference in the types of temporary roles held by men versus women.
- There are more females across all quartiles in all categories which is representative of the demographics of the organisation (**75%F,25%M**).
- 70% of females occupy the fulltime upper quartile while 95% of females occupy the lower temporary quartile illustrating that more women occupy the lower paid roles.

## Key Factors Influencing the Gap

- **Workforce Composition** IBTS has a high proportion of female employees, particularly in clinical and administrative roles. Male employees are more represented in certain technical and operational roles that may attract different pay scales.
- **Temporary Contracts** The mean pay gap of 2.6% for temporary employees suggests that men are more likely to occupy higher-paid temporary roles, while women are more represented in lower-paid temporary positions.
- **Part-Time Work Patterns** The -1.4% mean gap for part-time employees indicate that women in part-time roles earn slightly more on average than men in similar arrangements. However, the 2.3% median gap suggests some variation in distribution across grades.
- **Career Pathways and Progression** As in many health-sector organisations, women are more represented in early-career and mid-career roles, while men are proportionally more represented in certain senior technical or operational positions.

## 5. Actions Taken to Promote Gender Equality

IBTS is committed to continuous improvement and has implemented a range of initiatives to support gender balance and equitable progression. The IBTS remains committed to promoting an inclusive and diverse culture. We know that diversity supports better decision making, problem solving, innovation and performance.

### Key Measures Include:

#### 1. Recruitment & Promotion Practices

- Ensuring gender-balanced interview panels where possible
- Sustaining a gender balanced Executive Management Team
- Reviewing job descriptions to remove gendered language
- Monitoring gender representation at each stage of recruitment

#### 2. Flexible & Family-Friendly Working

- Enhanced flexible working arrangements
- Support for part-time and remote working where operationally feasible
- Policies supporting carers and parents

#### 3. Leadership Development

- Targeted development programmes to support women in progressing to senior roles
- Mentoring and coaching initiatives

#### 4. Data Monitoring & Transparency

- Annual reporting under the Gender Pay Gap Information Act
- On-going analysis of pay, progression, and representation trends
- Review of temporary and fixed-term contract patterns to address the higher mean and median gap in this category

## 6. Future Commitments

IBTS will continue to build on its progress by:

- Conducting a deeper analysis of pay quartile distribution
- Reviewing pathways into senior technical, management and operational roles
- Strengthening succession planning with a focus on gender balance
- Enhancing internal communication and staff engagement on equality initiatives
- Continuing to benchmark against national and sectoral trends

## 7. Conclusion

The 2025 Gender Pay Gap results for the Irish Blood Transfusion Service demonstrate a relatively small mean (**6.9%**) and median (**0.7%**) pay gap compared with national and sectoral averages. While the overall metrics are positive, IBTS recognises the importance of on-going action to ensure that all employees, regardless of gender, have equal access to opportunity, progression, and fair remuneration.

The IBTS remains committed to transparency, accountability, and continuous improvement in promoting gender equality across the organisation.