



CharterMedical  
Private Hospital

Ballinderry, Mullingar  
Co. Westmeath N91 FE40

# Gender Pay Gap Report

2025

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## 1. Introduction

The gender pay gap (GPG) refers to the difference in average pay between men and women in an organization. Addressing the GPG is a crucial step in promoting equality, fairness, and transparency in the workplace. This report presents the gender pay gap for Charter Medical Private Hospital (CMPH) Ltd. and outlines our approach to promoting gender equality within the hospital workforce.

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## 2. Hospital Overview

CMPH Ltd. is a leading healthcare facility located in Mullingar, Co. Westmeath, providing a wide range of medical services. The workforce is diverse, with a high representation of female employees, particularly in nursing and support roles.

As part of our commitment to equality and transparency, we have reviewed the gender pay gap data across all levels of the hospital to assess whether gender-based disparities exist and to identify areas for improvement.

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## 3. Gender Pay Gap Data

This section presents the data collected on the gender pay gap at CMPH Ltd., based on a thorough analysis of our payroll records as of 30 June 2025. The data includes information on employees across all departments and roles.

- **Overall, Gender Pay Gap:** The overall gender pay gap at CMPH Ltd. is calculated based on the difference in average hourly earnings between male and female employees. The table below illustrates our findings:

Gender Pay Gap By	Mean	Median
Hourly Rate	5.5%	-4.2%
Bonus	1.3%	0.0%
Hourly Rate (part-time)	0.0%*	0.0%*

\* All part-time employees are female

Bonus Paid	Male	Female
Proportions	21.7%	20.9%

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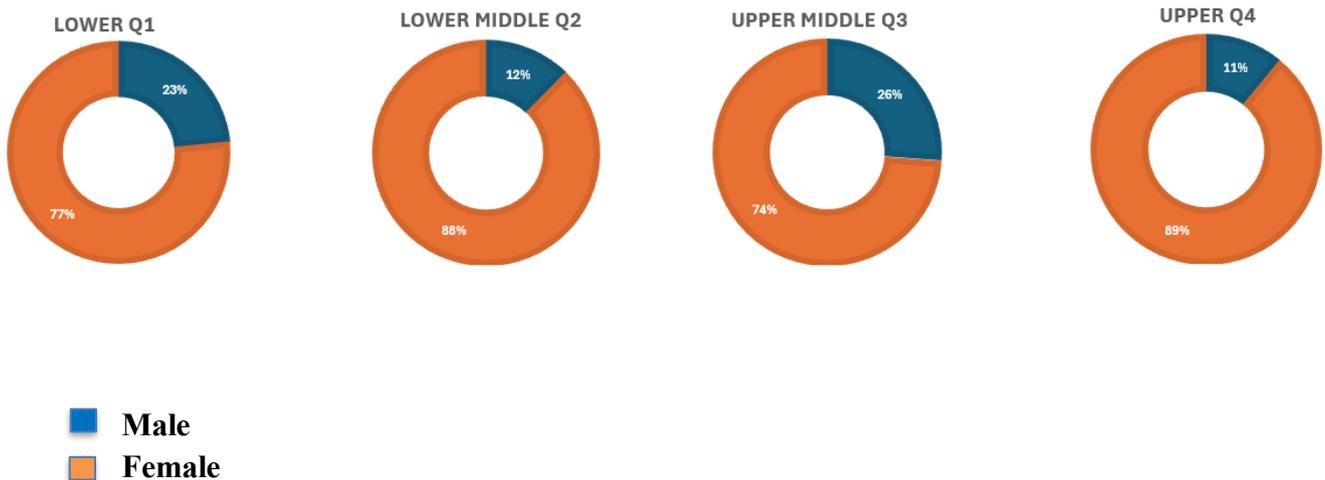
#### 4. Pay Gap by Quartile

To understand the distribution of pay across different gender groups, we have divided the workforce into four pay quartiles, each representing 25% of employees ranked by their pay.

- **Lower Quartile:** The bottom 25% of employees by pay
- **Lower Middle Quartile:** Employees in the second lowest 25%
- **Upper Middle Quartile:** Employees in the second highest 25%
- **Upper Quartile:** The top 25% of employees by pay

#### Analysis by Quartile

Population by Pay Quartiles	Quartile	Male	Female
Lower	Q1	23.4%	76.6%
Lower Middle	Q2	12.3%	87.7%
Upper Middle	Q3	26.2%	73.8%
Upper	Q4	10.9%	89.1%



## 5. Addressing the Gender Pay Gap

CMPH Ltd. is committed to the following:

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### **Recruitment:**

Our recruitment policy reflects the belief that diversity is essential for the success of the hospital. We are committed to ensuring that our recruitment processes are fair, equitable, and aligned with our Equality, Diversity & Inclusion Policy. We will continue to focus on attracting a diverse range of talent, ensuring equal opportunities for all applicants.

### **Staff Development Opportunities:**

CMPH Ltd. is dedicated to the continuous development of our staff by offering a broad range of training and educational opportunities. These initiatives are largely driven by our Training & Development Lead. In 2026, we will continue our offerings to ensure that all employees have the chance to enhance their skills and progress in their careers.

### **Flexible Work and Family Support:**

In line with our commitment to work-life balance and key legislation and best practice recommendations, CMPH Ltd. will continue to offer more flexible working arrangements and additional family support options for employees, especially those with caregiving responsibilities. These changes aim to create a more supportive and inclusive work environment for all our team members.

### **Regular Monitoring and Reporting:**

CMPH Ltd. will continue to monitor the gender pay gap annually and will provide regular reports on our progress. We are committed to making necessary adjustments to our strategies to ensure a more equitable and inclusive workplace

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## 6. Gender Pay Gap Compliance with Irish Legislation

As part of the **Gender Pay Gap Information Act 2021**, which requires employers in Ireland with more than 150 employees to report gender pay gap data, CMPH Ltd. is fully committed to complying with the legal requirements. This report provides the hospital's GPG data in line with these obligations and outlines our commitment to reducing the gap moving forward.

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## 7. Conclusion

Our goal is to create a healthcare environment that values and promotes diversity, inclusivity, and fairness for all employees, regardless of gender. We are committed to continuing our efforts and will report on our progress regularly to ensure transparency and accountability.