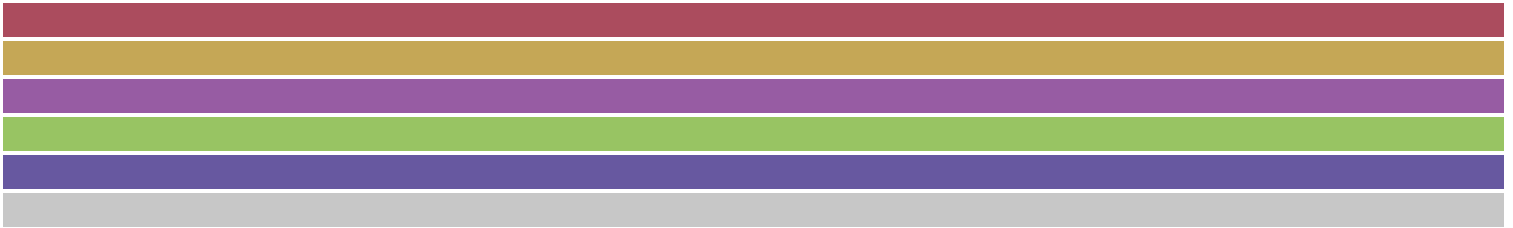




# Gender Pay Gap Report

2025



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## Introduction on report

The Gender Pay Gap Information Act 2021 introduced the legislative basis for Gender Pay Gap reporting in Ireland.

The Act requires certain organisations to report on their hourly gender pay gap across a range of metrics.

From 2022, organisations with over 250 employees began reporting on their Gender Pay Gap. From 2025, the reach of the Act was extended and organisations with over 50 employees are being asked to report on their Gender Pay Gap for the first time. The Office of the Ombudsman now reaches the criteria in terms of overall staffing and so the report will be published annually.

To note, a gender pay gap is not the same as equal pay. Equal pay relates to paying an individual less than a colleague while conducting the same job, based on the individual's gender. Under equality legislation, this process is prohibited.

Staff employed at the Office of the Ombudsman are paid in line with the civil service pay grade scales. This pay structure is set by the Department of Public Expenditure, National Development Plan Delivery and Reform.

### **Snapshot Date**

The last weekly and fortnightly pay period in June 2025 was selected as the snapshot period for Gender Pay Gap reporting. This was week 26 in 2025 which corresponds to a snapshot date of 25 June 2025.

## The Office of the Ombudsman

The Office of the Ombudsman houses six different statutory offices. They are;

- The Office of the Ombudsman
- The Office of the Information Commissioner
- The Office of the Commissioner for Environmental Information
- The Standards in Public Office Commission
- The Commission for Public Service Appointments, and;
- The Office of the Protected Disclosures Commission

At the time of the snapshot for this report, (25 June 2025), the Office had 160 staff members. Just over 53% of the workforce were female.

Staff for the Office are mostly sourced from the Public Appointments Service, (PAS), who are a national centralised provider of recruitment for the Civil and Public Service. As PAS manage the majority of the Office's recruitment, the Office does not know in advance the gender of each new candidate selected.

Where the Office does run a recruitment competition, this is conducted under a recruitment licence awarded by the Commission for Public Service Appointments, (CPSA). The Office operates these competitions in line with the CPSA's published Code of Practice. The Code provides a guideline for optimal procedures which includes six key recruitment principles.

These are;

1. Probity
2. Merit Based
3. Best Practice
4. Consistency
5. Transparency
6. Appointments promoting Equality, Diversity and Inclusion

As this is the first year for the Office to conduct this report, it will not have any previous records to compare with. Instead, the report will become the benchmark for future annual reports to be weighed against.

## Breakdown tables by Grade

**Senior Management**

\*

Grade	% Female	% Male
Ombudsman	0 (0%)	1 (100%)
Director General	1 (100%)	0 (0%)
Principal Officer	6 (62.5%)	3 (37.5%)
<b>Total</b>	<b>7 (63.6%)</b>	<b>4 (36.4%)</b>

**Upper Level Management**

Grade	% Female	% Male
Assistant Principal Officer	36 (55.4%)	29 (44.6%)
<b>Total</b>	<b>36 (55.4%)</b>	<b>29 (44.6%)</b>

**Middle Level Management**

Grade	% Female	% Male
Higher Executive Officer	9 (39.1%)	14 (60.9%)
Administrative Officer	10 (62.5%)	6 (37.5%)
<b>Total</b>	<b>19 (48.7%)</b>	<b>20 (51.3%)</b>

**Junior Management and Entry Level**

Grade	% Female	% Male
Executive Officer	18 (51.4%)	17 (48.6%)
Clerical Officer	12 (54.5%)	10 (45.5%)
Temporary Clerical Officer	2 (40%)	3 (60%)
Service Officer	0 (0%)	2 (100%)
<b>Total</b>	<b>32 (50%)</b>	<b>32 (50%)</b>

\* Snapshot taken end of June 2025

### **Office of the Ombudsman Gender Pay Gap Analysis**

This report provides the summary Gender Pay Gap information. The report shows two key metrics the ***Average Gender Pay Gap %*** and the ***Median Gender Pay Gap %***. The report shows the total number of males and females included in the report and their associated pay and number of hours worked including overtime. Based on this information the employee hourly rate is calculated for each person based on the total amount paid during the reporting period divided by the total amount of hours worked including overtime.

### **Average Gender Pay Gap %**

The ***Average (Mean) Gender Pay Gap %*** is based on the following calculation: the difference between the average hourly rate paid to males and the average hourly rate paid to females expressed as a percentage of the average hourly rate paid to males. For the period from 26 June 2024 to 25 June 2025 the Office of the Ombudsman's Average (Mean) Pay Gap was -3.97% which means women were paid (on average) 3.97% more than their male counterparts.

### **Median Gender Pay Gap %**

The ***Median Gender Pay Gap %*** is based on the following calculation, the difference between the median hourly rate paid to males and the median hourly rate paid to females expressed as a percentage of the median hourly rate paid to males. For the period from 26 June 2024 to 25 June 2025 the Office of the Ombudsman's Median Gender Pay Gap was -19.84% in favour of females.

### **Hourly Rate Quartile Analysis**

This report shows the employee hourly rate broken down into quartiles. The key item to review is how the gender distribution across each individual quartile compares to the overall gender distribution.

## Gender Pay Gap Reporting

Organisation:	Office of the Ombudsman
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### SNAPSHOT DATE

Snapshot date:	25 <sup>th</sup> June 2025
Reporting period - from:	26 <sup>th</sup> June 2024
Reporting period - to:	25 <sup>th</sup> June 2025

### HEADCOUNT on snapshot date -

HEADCOUNT	fulltime employees	part-time employees	TOTAL employees	of whom are temporary
Male	75	0	75	0
Female	85	0	85	0
Other				
<b>TOTAL</b>	<b>160</b>		<b>160</b>	

### Gender Pay Gap Metrics *[Regulations 7(1), 8(1), 9(1), 10(1)]*

	Gender gap in Hourly Remuneration - See Note 2			
	Mean	%	Median	%
All Employees	<i>R.7(1)(a)</i>	-3.97%	<i>R.8(1)(a)</i>	-19.84%
Part Time Employees	<i>R.7(1)(b)</i>	N/A	<i>R.8(1)(b)</i>	N/A
Temporary Workers	<i>R.7(1)(c)</i>	N/A	<i>R.8(1)(c)</i>	N/A

	Gender gap in Bonus			
	Mean	%	Median	%
Bonus	<i>R.9(1)(a)</i>	N/A	<i>R.9(1)(b)</i>	N/A

	% of all Male		% of all Female	
% in receipt of Bonus	<i>R.9(1)(c)</i>	N/A	<i>R.9(1)(c)</i>	N/A
% in receipt of Benefit in Kind	<i>R.9(1)(d)</i>	N/A	<i>R.9(1)(d)</i>	N/A

Pay Quartiles - See Note 3	% Male		% Female	
1. the lower remuneration quartile pay band	<i>R.10(1)(a)</i>	45%	<i>R.10(1)(a)</i>	55%
2. the lower middle remuneration quartile pay band	<i>R.10(1)(b)</i>	52.5%	<i>R.10(1)(b)</i>	47.5%
3: the upper middle remuneration quartile pay band	<i>R.10(1)(c)</i>	47.5%	<i>R.10(1)(c)</i>	52.5%
4: the upper remuneration quartile pay band	<i>R.10(1)(d)</i>	42.5%	<i>R.10(1)(d)</i>	57.5%

**Gender Pay Gap Information Report** *[Regulation 6]*

Does the information specified in the metrics above show differences relating to remuneration that are referable to gender? <i>[Y/N]</i>	y
Is a statement included setting out, in the employer's opinion, the reasons for the differences relating to remuneration that are referable to gender in that relevant employer's case? <i>[Y/N]</i>	y
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences? <i>[Y/N]</i>	y

**Gender Pay Gap Statement**

<b>Organisation:</b>	Office of the Ombudsman
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**Reasons for the differences relating to remuneration that are referable to gender**

Civil Service pay is set centrally and does not discriminate by sex. Due to the demographics of the Office of the Ombudsman (53% of current overall staff body is female & 47% is male. The gender pay gap is very narrow.

At mean level (average) the gap favours females by -3.97% in the Office of the Ombudsman. At the median level it favours females by -19.84%.

**Measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences**

- All Interview Boards maintain gender balance, ensuring that interviews follow the Department's recruitment policies grounded in best practices.
- Recruitment sites emphasize family-friendly, flexible work options, and our job postings are gender-neutral.
- The Office offers training and support for employees to prepare for job applications and interviews.
- The Department is committed to offering diverse flexible work and leave options, including carer's leave, career breaks, paid parental leaves, shorter working year schemes, work-sharing, blended working opportunities, in addition to the tax saver and cycle to work schemes available to all employees.



**Further information of relevance**

Public bodies have a legal obligation to:

- Eliminate discrimination.
- Promote equality for staff and service users.
- Protect human rights of employees and those they serve.

The Office integrates public sector duty into all activities, aligning with existing policies on human rights and equality. Our main employer initiatives include:

- as an equal opportunity employer, supporting career development through the Performance Management Development System (PMDS), offering promotions, mobility, and learning opportunities equally to all staff.
- the provision of human rights and equality training for frontline staff, enhancing customer service and building expertise, and support to accredited learning programmes.
- the promotion of awareness through thematic events such as International Day of Persons with Disabilities, Mental Health Week, Irish Sign Language Awareness Week, and Pride.

**Publication**

Date of publication of report:	28 November 2025
If published online, the URL:	
If not published online, location in which the report is available for inspection:	Internal DMS

**Conclusion**

Through its own actions and through the shared learning on relevant initiatives being promoted across the civil and wider public service, the Office of the Ombudsman intends to continue to implement appropriate actions to assist in addressing the gender pay gap. The Office of the Ombudsman looks forward to working with its employees on these issues in the time ahead.

**Office strategy**

<https://ombudsman.ie/en/organisation-information/48d17-strategic-plan-2022-2025/>

