

HPRA Gender Pay Gap Report 2023

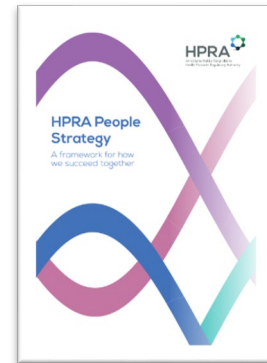
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1 FOREWORD

Diversity, equality, and inclusion are a key part of the HPRA culture, and we are committed to creating a supportive and inclusive environment that benefits all of our employees. We created a [People Strategy](#) to provide a framework for how we succeed together and invest in our people to deliver on our mission.

We seek to be our best selves and support each other in a trusting and safe environment, enabling us to build positive relationships, cope with daily work life demands, perform at our best and achieve as a team.



We continue to strive towards making improvements within our organisation also through our diversity and inclusion committee with the ongoing support of our leadership team. As well as our ongoing commitment to the Public Sector Equality and Human Rights duty.

Recruitment processes in the HPRA are carried out in a transparent manner and we are committed to providing equal opportunities for employees and those outside of the organisation in line with the Employment Equality Acts. We ensure all parties involved in recruitment are trained on and follow our robust process. Pay scales are determined for the public sector which the HPRA apply accordingly to ensure all pay is offered without any bias.

In 2023 we continued our commitment to health and wellbeing. Our initiatives are designed to support our employees in acquiring healthy behaviour patterns leading to improved state of mind and aim to ensure a wide range of initiatives are delivered in line with the requirements of individuals. We have successfully attained the Keep Well Mark accreditation since 2018, which ensures we continue to strive for best practices in the area of wellbeing.

The Diversity and Inclusion (D&I) committee works to strengthen diversity, equality, inclusion and accessibility in the HPRA. By aligning with the organisation's core values, the committee aims to support leadership and individuals so that everyone has a sense of belonging, an acceptance of their whole self and a belief in their ability to grow.

Elizabeth Stuart
Director of Human Resources and Change







2 ABOUT THE HPRA

Our vision at the HPRA is to regulate medicines and devices for the benefit of people and animals. And our mission is to focus on excellence in health product regulation through science collaboration and innovation. We regulate a wide spectrum of areas including human medicines, veterinary medicines, medical devices, clinical trials, blood and blood components, human tissues and cells, human organs for transplantation, control substances, cosmetics, and the use of animals for scientific purposes.

Our people are the key to the achievement of our vision and strategic goals and we are committed to creating an open, friendly and inclusive culture where everyone has a sense of belonging.

An inclusive workplace is a positive step to take that allows us to embrace diverse perspectives, ultimately creating better outcomes in health product regulation.

This is underpinned by our values that shape our culture, guide our work and how we work together.

	Patient focused	We put the interests of those who use health products first.
	Integrity	We are independent, proportionate, and transparent.
	Innovation	We continually learn, adapt, and improve.
	Inclusion	We believe in the power of diversity, where everyone is equal.
	Collaboration	We work with others in partnership, respect, and trust.
	Excellence	We work to the highest personal, professional, and scientific standards.

3 GENDER PAY GAP DATA

The HPRA's gender pay gap (GPG) was based on the snapshot date of 30th June 2023. As of this date, our gender breakdown for the organisation as whole, was 71% female and 29% male.

In 2022 our GPG was reported at 3.65%. We are proud to report our GPG for 2023 is 1.22% (mean hourly pay gap). This calculation shows a point in time snapshot of the organisation and is influenced by the demographics of our organisation as outlined above. Continuing to be transparent about any gender pay gap is core to our values.

3.1 2023, gender pay gap breakdown:

Gender Pay Gap – Overall

Mean	1.22%
Median	2.12%

Gender Pay Gap – Part time

Mean	-90.56%
Median	-80.88%

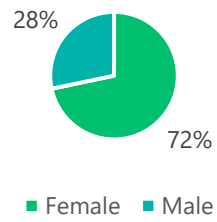
Gender Pay Gap – Temporary Contracts

Mean	6.84%
Median	3.68%

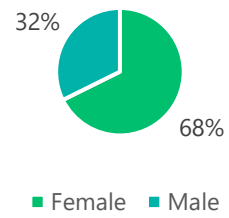
3.2 Pay Quartiles

The below graphs are a key indicator for the gender pay gap looking at the composition of the workforce by separate pay quartiles. The pay data is arranged in ascending order from the lowest to the highest salary, and the data is divided into four equal-sized groups.

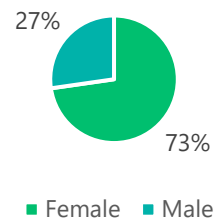
Lower Quartile



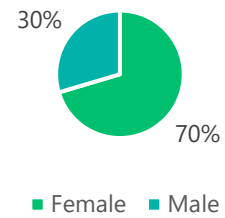
Upper Middle Quartile



Lower Middle Quartile



Upper Quartile



Note: The HPRA does not pay any bonus remuneration and therefore, there is no data to report on regarding bonus remuneration.

4 CLOSING THE GENDER PAY GAP

The HPRA is committed to addressing any gender pay gap that exists based on the above analysis.

4.1 Recruitment

All recruitment carried out by the HPRA is done in an open and transparent manner, gender and other protected characteristics of the Equality Acts are not considered when making hiring decisions or when advertising vacancies. We hire the right person for the role based on their skills and experience. Our dedication to ensuring our process remains fair is steadfast and we are working to improve our process all the times to ensure it is objective and open to all. We are committed to exploring new ways to attract male candidates to our organisation and have seen an increase in male new hires at entry level roles. We have also seen an increase in appointments of females into more senior roles which are historically male dominant and will continue to ensure that opportunities for progression are open to all employees.

4.2 Growth

As an organisation we aim for everyone to have the opportunity to maximise their potential. In facilitating opportunities for development, we ensure they are free from bias. Our culture is to recognise and encourage everyone to push beyond their comfort zone in the continued development of their abilities.

4.3 Ways of working

The HPRA are committed to supporting employees in achieving a work life balance, while continuing to meet the needs of their role and their team. We have hybrid working policy in place since 2022 and are implementing all changes in line with the Work Life Balance and Miscellaneous Provisions Act 2023 which builds on the availability of flexibility and leave to employees. As an action item, we will review to ensure all our leave policies are inclusive to male and female employees and encourage equal take up of all flexible working arrangements.