

# HPRA



An tÚdarás Rialála Táirgí Sláinte  
Health Products Regulatory Authority

## Gender Pay Gap Report

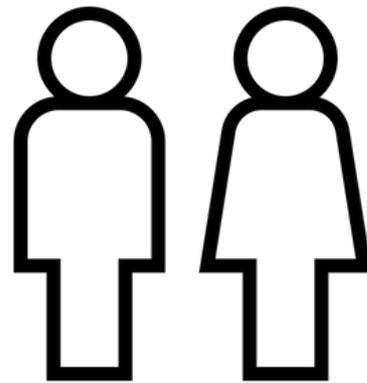
## 2022

# Introduction

## Who we are

Our mission at the HPRa is to regulate medicines and devices for the benefit of people and animals. We are focused on excellence in health product regulation through science collaboration and innovation. 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 enables us to embrace diverse perspectives, ultimately creating better outcomes in health product regulation.



Diversity, equality and inclusion are a key part of our culture and we continue make improvements within our organisation through our Diversity and Inclusion (D&I) committee and leadership teams.



This is underpinned by our values, collaboratively created with all employees input, they align with our mission, shape our culture, and guide our work and how we work together.

# Gender Pay Gap



*At HPRA we believe in the power of diversity and a culture where everyone is equal. We are committed to investing in and taking actions which help us to build a more diverse and inclusive workforce. Publishing our gender pay gap report enables us to be transparent and accountable for any gender imbalances that may exist and the actions we intend to undertake.*



**Lorraine Nolan, Chief Executive HPRA**



## Gender Pay Gap

The Gender Pay Gap Information Act 2021 has introduced the legislative basis for gender pay gap reporting. The regulations require organisations with over 250 employees to report on their gender pay gap in 2022.

We are pleased to publish our inaugural gender pay gap report which will help to strengthen our diversity, equality and inclusion journey.

Being transparent about any gender pay gap is core to our values and supports the work the D&I committee are undertaking. This calculation shows a point in time snapshot of the organisation and is influenced by the demographics of our organisation.

### Gender Pay gap: Overall

Mean 3.65%

Median 4.62%

# Our Gender Pay Gap

## Gender Pay gap: Overall

Mean 3.65%

Median 4.62%



## Gender Pay gap: Part time

Mean -80.49%

Median -73.03%

## Gender Pay gap: Temporary

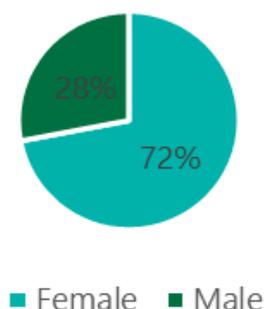
Mean 16.33%

Median 33.45%

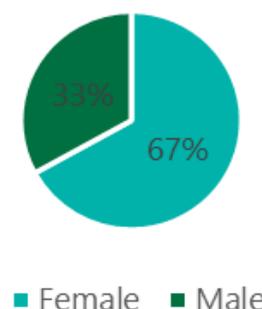
# Our Pay Gap

The HPRA has strong female representation at every level of the organisation, as outlined below.

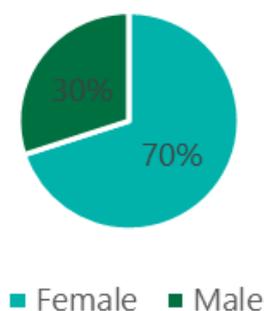
## Total organisation



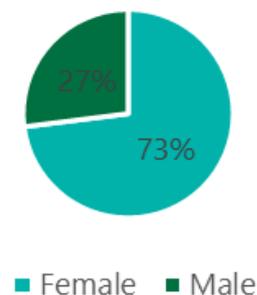
## Leadership team



## Senior Managers



## Employees



Our gender pay gap is below the current national average of 11% and the EU average of 13%. But to understand what is driving our gender pay gap, we must turn the lens internally.

Therefore, to understand the 3.65% gender pay gap, and what is driving it, we analysed our male and female employees from a number of different perspectives.

What we found is that 72% of our male employees earn over €50,000 per year compared to 60% of female employees in the same salary scale.

Recruitment trends for the past three years show approximately 65/35 ratio of female/male new hires. However our entry level roles are predominantly female appointments with male new hires mostly in higher earning senior or technical positions.

In relation to promotions for the past three years, 75% of promotions in the higher earning positions have been female. At lower earning positions, for the promotional opportunities available, 83% of those resulted in a female appointment.

# Our Landscape

## What we have

The gender pay gap is a key statistic, but it is about the culture we harvest and actions we have in place to support diversity within the HPRA.

### Recruitment

We have a transparent and robust process in place. Managers receive training to ensure it is a fair process

### Flexibility

Everyday flexibility is accessible for all employees, with a range of flexible working options including hybrid which supports an inclusive environment

### Mindsets

Unconscious bias and growth mindset are a key focus within the organisation

### Allocation of work

Standardised role profiles are in place for every position to support equity

### Leave Options

A wide range of leave options are available including leave with topped up pay, e.g, maternity, adoptive

## What we need to do

- We are committed to reviewing our recruitment process to ensure we are open and attractive to all, understand patterns and action appropriately.
- We will strive to ensure we have a diverse, equitable gender balance across the organisation.
- For entry level roles, we will reflect on and seek to understand why it is more attractive to female candidates and implement strategies to increase the interest of male candidates into these roles.

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