
Alliance Medical Gender Pay Gap Report 2025



Alliance Medical is committed to ensuring that we provide a fair, inclusive and diverse workplace. Since 2021 Ireland has required mandatory Gender Pay Gap reporting, aimed at addressing any gender disparities in the workplace and removing barriers to the full socio-economic equality of women (Gender Pay Gap Information Act 2021).

For the 2025 report, organisations are asked to select a snapshot date in June 2025 with the Gender Pay Gap report to be based on the employees they have on this date. Alliance Medical chose 30th June 2025 for the purpose of this report. **589** employees were evaluated on this date.

Once again, we are pleased to publish this report which holds us to account on our endeavours. We will continue to actively seek diverse perspectives and ensure that everyone's voice is heard.



The Gender Pay Gap

The Gender Pay Gap compares the pay of all working men and women; not just those in the same jobs, with the same working patterns or the same competencies, qualifications or experience. It does not indicate **discrimination or bias, or even an absence of equal pay for equal value work** - but it does report any gender pay gap and will capture whether women are equally represented across the organisation - so for example if women hold more of the lower paid jobs in the organisation than men, the gender pay gap is usually wider.

It would be expected that this profile would be reflected in Health Services generally – Public & Private, given that the majority of the staff are female.

Where a percentage difference is being expressed, a **positive** value means the percentage difference is in favour of males and a **negative** value means a percentage difference in favour of females.



2025 Requirements

Every Gender Pay Gap report must contain both metrics and context: There are a number of metrics depending on the makeup of your workforce with the most significant for Alliance Medical being;

The Core metrics:

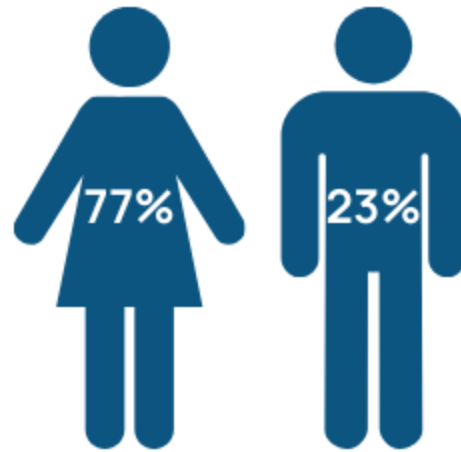
- The mean and median hourly pay gap
- The mean and median bonus pay gap
- The proportion of male and female employees who received bonuses
- Gender distribution across quartiles (lower, lower-middle, upper-middle, upper pay bands)

Contextual narrative:

- Why the gap exists (e.g. representation, industry norms, part-time ratios)
- What measures have been or will be taken to reduce it
- Any progress or initiatives since the previous report



AMDI's workforce consists of 77% female and 23% male, mirroring industry trends for healthcare professionals and administrative staff. This remains stable on last year and marks a 2% increase in female representation compared to 2023. However, in line with most healthcare organisations there is a significantly higher proportion of women compared to men which significantly contributes to the gender pay gap as outlined in this report.



Alliance Medical Hourly and Bonus Pay Gap

The below tables show the mean and median gender pay gap based on hourly rates of pay as at the 'snapshot date' 30th June 2025.

AMDI Hourly and Bonus Pay Gap

	2025	2024
Mean gender pay gap	20%	15%
Median gender pay gap	40%	40%
Mean gender bonus gap	62%	64%
Median gender bonus gap	47%	9%

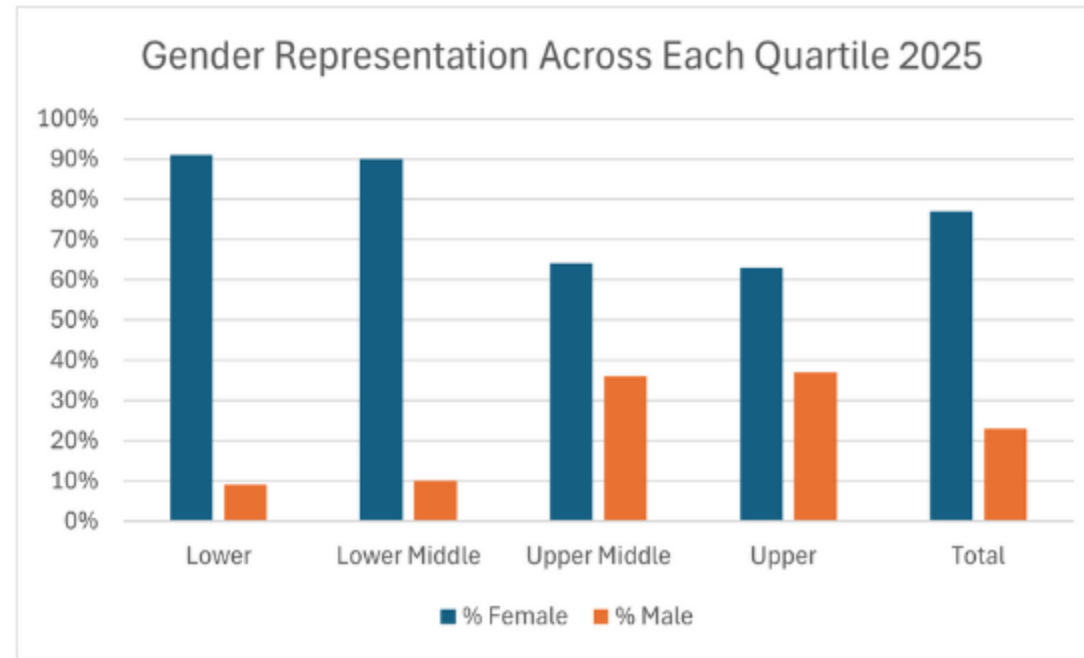
AMDI Part-time and Temporary Pay Gap

	2025	2024
PT mean gender pay gap	32%	-8%
PT median gender pay gap	22%	17%



Pay Quartiles

Gender representation across different levels in the organisation can be observed through the pay quartiles, which categorise employees based on their hourly pay. The data illustrates that females continue to have a higher representation across all quartiles. However, there has been a decrease in the upper pay quartile due to an increase in men being hired for senior roles and more women being hired for lower-paid roles over the past 12 months. Overall, there has been a 6% increase in employees, mostly in the lower quartile, which has pushed the male number of employees up the quartiles, increasing the mean and median hourly rate percentages of the gender gap.



The Statistics

The median gap remains stable from last year at 40% and is driven by the percentage (80%) of all males being represented in the top two pay quartiles compared to the percentage of all females (41%).

The median bonus pay gap has seen a more significant increase, shifting from 9% in 2024, to now 47% in 2025. This is due to the reduction in the number of males receiving a bonus from the lower quadrant, thus increasing the median amount for male bonus pay.



Benefit In Kind (BIK)



The following table illustrates the percentage of males and females in the organisation that were in receipt of a BIK.

This year, there was an increase in the total number of employees availing of BIK which is very positive; 39% and 55% for females and males respectively.

The Company introduced Health Insurance as a benefit to employees with one year's service as of July 2022 and this is evident in the change for both females and male uptake.

% Receiving BIK

2025	2024
F (39%), M (55%)	F (33%), M (47%)



The following table illustrates the percentage of males and females in the organisation that were in receipt of a Bonus in the reference period. The data shows that bonuses are paid to 6% of females compared to 9% of males. The bonus gap is closing which is very positive. This is largely due this year to a reduction in the proportion of male employees receiving a bonus and an increase in the number of female employees receiving a bonus.

The mean bonus gap is 62%, reduced by 2% in the last year. In 2025 male employees receiving bonuses were largely based in the upper quadrant where the bonus amounts tend to be higher. As this benefit is available to both female and male employees, the gap in the proportion of females vs males receiving a bonus is only reliant on the fact that there are a smaller number of male employees within the company.

	2025	2024
% Receiving Bonus	F (6%), M (9%)	F (6%), M (10%)
Mean Bonus Gap	62%	64%
Median Bonus Gap	47%	9%



Understanding Our Gender Pay Gap

This year's report reveals a widening of our gender pay gaps. Through our own internal analysis, we attribute this to a shift in hiring and attrition trends during this reporting period. Specifically, we saw a predominance of our newly hired women joining at lower levels, meaning that women representation predominately grew in the lower and lower middle pay bands, in turn widening the overall mean and median pay gaps. In the healthcare industry this is a common trend with a number of factors contributing to the disparity.

It is important to note however that thorough internal reviews demonstrate that our employees are compensated equitably for their specific roles. Due to the higher representation of women in our Company and men in higher-paying positions, the Gender Pay Gap Report (GPGR) methodology tends to exaggerate these gaps.

At Alliance Medical we are committed to creating a workplace that promotes equality, diversity and inclusion and a culture that values everyone free from bias and discrimination.

Despite some gaps remaining, trends also show some progress and opportunities for improvement in FY26, some of these shown in the following page.



Understanding Our Gender Pay Gap

- **Proportion Receiving Bonus:** The mean bonus gap reduced by 2%, with male participation decreasing while female participation remains stable. This indicates greater parity in bonus opportunities.
- **Benefits in Kind Uptake:** Both male and female employees saw a significant increase in uptake (26% for females vs. 25% for males up from last year). This reflects consistent access to benefits across genders, showing that company policies are inclusive and effective. All permanent AMDI staff are eligible for BIK.
- **Pay Gap Context:** While some gaps increased (e.g., part-time mean pay gap shifted from favouring females to favouring males), this is largely due to structural changes in workforce composition. These changes highlight areas for targeted development and career progression for female employees, which we will endeavour to address through training and advancement programs.
- **Overall Outlook:** AMDI is actively monitoring and reporting these metrics, which is a strong commitment to transparency and equality. The improvements in bonus distribution and benefits uptake are clear indicators of progress toward gender equity.



Our Analysis

It is notable that 32% of our female population work part time hours in comparison to 4% of our male population. In 2024, these figures were 29% and 6% respectively. Therefore, there has been a large increase in the number of part-time roles for the female cohort and a decrease for the male population. This has contributed to an increase in the gender gap of mean and median pay for part-time employees. A large portion of part-time employees tend to be in the lower quartile, with the range of female part-time employees being much larger than males, contributing to the growth of this gap.

The average hourly pay overall increased for employees in Alliance Medical in 2025. The average hourly pay of part-time employees is more favourable to male employees.



Plans for the Future

Alliance Medical is committed to promoting equal opportunities for all employees, regardless of gender. In 2024, a renewed focus was placed on Equality, Diversity & Inclusion (EDI), with significant work carried out by the EDI Committee. Our efforts over the past several years demonstrate the importance the organisation places on equality in every respect.

Following our achievement of Bronze level accreditation with the Irish Centre for Diversity in December 2024, we have set about achieving Silver accreditation in 2026.

Alliance Medical will also place a focus on policies and benefits to help support and retain all our staff throughout their entire career life-cycle.



Declaration

Alliance Medical is committed to promoting equal opportunities to all employees regardless of gender.

We confirm that this is an accurate report recorded on the 'snapshot date' of 30th June 2025.



Malcolm Banks
Managing Director



Eimear O'Donnell
HR Director



Date: 30th November 2025

