



Gender  
Pay Gap  
Report  
2025



**UCC**

Coláiste na hOllscoile Corcaigh  
University College Cork, Ireland

# Gender Pay Gap Report 2025

## Our Commitment to Equality and Transparency

**At University College Cork (UCC), our ambition is clear — to be a university where every person belongs, is valued and can succeed. [Securing Our Future: UCC Strategic Plan 2023–2028](#) <sup>7</sup> places equality, diversity and inclusion (EDI), people and culture at the centre of our mission. We recognise that fostering a fair, inclusive and supportive workplace is essential to our academic excellence, institutional strength and societal impact.**

With a community of over 3500 staff, we are committed to building a culture rooted in respect, integrity and opportunity. Promoting equality is not only the right thing to do — it is also a strategic imperative that supports world-class teaching, research and innovation.

In November 2024, we launched [Belonging at UCC: The Equality, Diversity and Inclusion Strategic Framework and Action Plan 2025–2028](#) <sup>7</sup>. This framework sets out how we will embed inclusion through accountable leadership, evidence-based decision-making and measurable progress across all areas of university life.

Complementing the EDI Framework and Action Plan, we will continue our **People & Culture** initiatives, strengthening the commitment to our staff with a focus on developing leadership, enabling career progression, improving workforce planning, promoting wellbeing and work–life balance, and creating a positive work environment where all staff can thrive. We ensure that equality is not only a value — but is reflected in how we lead, support and develop our people.

In March 2025, UCC was awarded its first Silver Athena Swan Institutional Award, recognising the sustained work undertaken to advance gender equality. This achievement reflects improvements in recruitment and promotion practices, leadership development, flexible working, family-friendly policies, and the active commitment of staff across the university.

This Gender Pay Gap Report builds on that foundation. It provides transparent data on where we are making progress, where inequalities remain, and how the combined efforts of our EDI Framework, People & Culture initiatives and Athena Swan Action Plan will drive the next stage of change.

## Why the Gender Pay Gap Matters

This is UCC's fourth Gender Pay Gap Report. It presents our 2025 data and explains why pay gaps exist, how they are changing over time, and what actions we are taking in response.

Since our first report in 2022, UCC's gender pay gap has reduced and this year we report sustained progress. However, we recognise that further improvement is necessary. Women remain underrepresented in the highest-paid academic, research and senior professional roles, while more women occupy lower grades or part-time roles. Addressing this requires commitment, strong leadership, and institutional accountability.

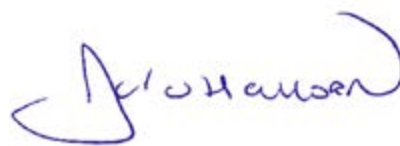
## Looking Ahead

Our Gender Pay Gap Action Plan forms a key pillar of our Belonging at UCC strategy; our Athena Swan Silver Action Plan (2024–2029); and our People & Culture initiatives.

Over the next year, we will:

- Continue increasing female representation at senior academic, research and leadership levels;
- Prepare for the EU Pay Transparency Directive by ensuring pay structures are gender-neutral and transparent;
- Monitor recruitment, promotion and progression more closely to identify barriers and take action;
- Strengthen supports for carers, parents, and staff returning from leave;
- Ensure clear reporting and responsibility at University Leadership and Governing Authority level.

We remain committed to building a university where gender equality is not aspirational – but expected, measurable and achieved.

A handwritten signature in blue ink, which appears to read 'John O'Halloran'.

**An tOllamh John O'Halloran | Professor John O'Halloran, MRIA**  
An tUachtarán | President





## What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly earnings of women and men across an organisation. It looks at the pay of all employees—regardless of role, grade, contract type, or working hours. It compares pay of all working men and women, not just those in similar jobs with similar working patterns or with similar competencies, qualifications or experience.

This is different from equal pay. Equal pay means paying women and men the same for the same work or work of equal value. UCC is fully committed to equal pay. A gender pay gap can still exist even when equal pay laws are followed.

The gender pay gap is not about equal pay for equal work — which is a legal requirement and a core University principle. Instead, it shows the average difference in pay between women and men across the entire workforce. It is an indicator of representation, progression, contract types, and career patterns.

## What does the Gender Pay Gap show?

The gender pay gap is essentially a measure of gender representation and progression within an organisation. A gap appears when:

- More men work in higher-paid senior roles, and
- More women work in lower-paid or part-time roles

This affects average pay and can widen the gap, even though each role is paid fairly.

## Why does a Gender Pay Gap occur?

Across higher education and society more broadly, gender pay gaps are commonly influenced by:

Contributing Factor	What it means
<b>Representation at senior levels</b>	Fewer women in senior academic, research or professional leadership roles increases the average male pay.
<b>Career progression patterns</b>	Women may take longer to reach senior roles or leave the promotion pipeline due to caregiving or career interruptions.
<b>Occupational segregation</b>	Women are more likely to work in lower-paid grades or administrative roles; men more often occupy professorial or technical specialist roles.
<b>Full-time vs part-time work</b>	Women are more likely to work part-time or take career breaks for caring responsibilities, affecting average earnings.
<b>Research funding and contract types</b>	Research roles, often occupied by women, can be shorter-term or differ in pay compared to permanent academic roles.



## What does this mean at UCC?

At UCC, our gender pay gap is mainly driven by representation patterns within the workforce:

- There are fewer women in higher-paid senior academic and professional roles, and
- More women in lower-paid or entry-grade roles, or working part-time

As a result, the average hourly earnings of men are higher than those of women, even though men and women are paid equally for the same job under UCC policy and Irish employment law.

## Why we report this data

Under the [Gender Pay Gap Information Act 2021](#) [↗](#) and subsequent Regulations<sup>1</sup>, organisations with over 50 employees must now report on their Gender Pay Gap five months after the snapshot date. UCC meets this requirement and is committed to going beyond compliance by providing **clear, transparent and meaningful information**.

## What we measure

The legislation requires employers to report on a number of pay metrics. The two most common are:

### 1. Mean Gender Pay Gap

- The *mean* is the average hourly rate of pay.
- The mean gender pay gap shows the percentage difference between the average hourly pay of men and women across the whole organisation.
- It is calculated by adding up all hourly earnings for women, and for men, and dividing each total by the number of employees in that group.
- The mean pay gap is often influenced by the number of men and women in the highest-paid roles.

**Why it matters:** This figure can be influenced by very high earners, and it highlights differences in representation in the most senior and highest-paid roles.

### 2. Median Gender Pay Gap

- The *median* represents the middle value when all employees' hourly pay is ranked from highest to lowest.
- The median gender pay gap compares the pay of the middle-paid woman to the middle-paid man.
- It is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage rate of the person in the middle of the relevant group
- The median is less affected by very high or very low salaries and shows a more typical pay difference.

**Why it matters:** This measure is less affected by extreme salaries at either end. It shows the typical difference in pay between women and men.

<sup>1</sup> The Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022  
The Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2024  
The Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025

## Other Required Reporting Measures

In addition to mean and median hourly pay, we are also required to report on:

- **Bonus pay gaps** (mean and median)
- **Pay gaps for part-time and temporary employees**
- **Proportion of men and women in each pay quartile (from lowest to highest-paid)**

## Who is included in UCC's data?

- All full-time, part-time and temporary employees who received pay in the 12-month period leading up to the snapshot date which is 30 June 2025.
- Staff are only included if they were in receipt of pay during this period
- Employees on unpaid leave are excluded, in line with national regulations

## Why these measures are important

These data allow us to:

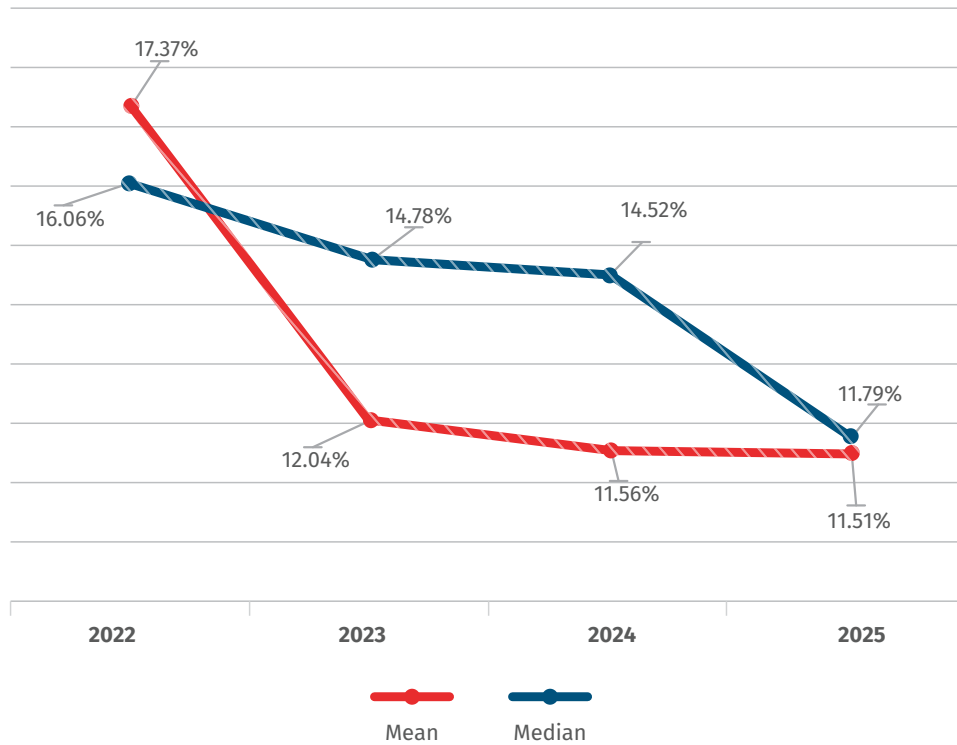
- Understand where gender differences in pay and representation exist
- Track progress over time
- Benchmark UCC against other higher education institutions in Ireland
- Prepare for new requirements under the EU Pay Transparency Directive (from 2026)
- Take targeted action to close the gender pay gap, rather than relying on assumptions.

## Our Data

This section sets out UCC's gender pay gap data for 2025 in line with the requirements of the Gender Pay Gap Information Act 2021 and the Gender Pay Gap Regulations. The figures presented reflect the hourly pay of all employees on the **snapshot date of 30 June 2025\***, including full-time, part-time, and temporary staff.

The purpose of this section is to provide a clear and transparent picture of pay differences between women and men across the university. The gender pay gap shows the difference in average earnings — it does not measure equal pay for equal work.

## Gender Pay Gap Mean and Median Trends for All Staff, 2022 – 2025



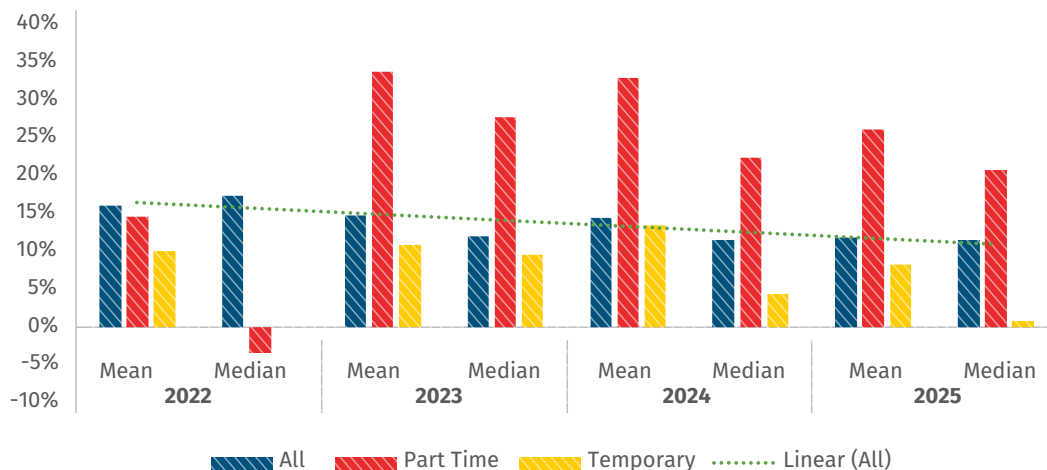
### Trend in UCC's Gender Pay Gap

The mean gender pay gap for all staff has been declining since our first report in 2022. It has fallen by 4.27% percentage points between 2022 and 2025. The mean gender pay gap for all staff is 2.73% percentage points lower than in 2024.

*\*The snapshot date for UCC is 30 June 2025 with a reporting requirement by 30 November 2025. The snapshot date must be in June but may be any date in June and the reporting period is the 12-month period immediately preceding and including the snapshot date*

The following section sets out UCC's mean and median gender pay gap for 2025 and compares them to previous years to show progress over time.

### UCC Gender Pay Gap Mean and Median 2022 – 2025





	2025		2024		2023		2022	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>All</b>	<b>11.79%</b>	11.51%	<b>14.52%</b>	11.56%	<b>14.78%</b>	12.04%	<b>16.06%</b>	17.37%
<b>Part Time</b>	26.08%	20.74%	32.94%	22.35%	33.68%	27.72%	14.61%	-3.43%
<b>Temporary</b>	8.23%	0.76%	13.47%	4.34%	10.80%	9.57%	10.03%	0.00%

## Understanding Representation Across Pay Levels

**Gender Pay Quartiles** show the proportion of women and men in each pay quartile and helps illustrate how men and women are distributed across lower, middle and higher-paid roles in the University.

To calculate pay quartiles:

1. All employees are listed in order from the lowest hourly pay to the highest.
2. This list is then divided into four equal groups (quartiles):
  - Lower Quartile (Q1) – the lowest-paid 25% of employees
  - Lower Middle Quartile (Q2)
  - Upper Middle Quartile (Q3)
  - Upper Quartile (Q4) – the highest-paid 25% of employees
3. We then calculate the percentage of women and men in each quartile.

## Why quartile data matters

Quartile data provides insight into whether women and men are equally represented at all levels of pay. A gender pay gap is more likely where:

- Women are over-represented in the lower quartiles, and
- Men are over-represented in the upper quartile, particularly in senior academic, research and professional positions.

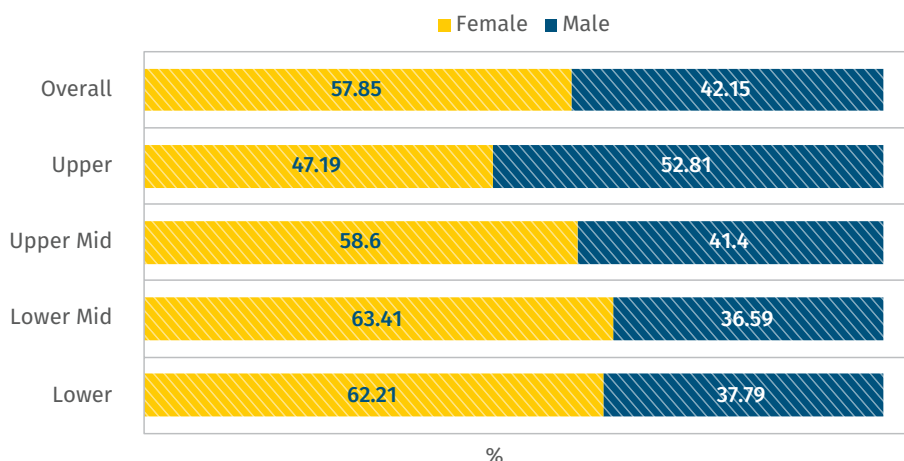
This data helps us to identify where gender balance is improving and where barriers to progression may still exist. This allows us to see whether progress is being made in increasing the representation of women in higher-paid roles across the University.

## What UCC's quartile data shows

The following section presents UCC's gender distribution across all four pay quartiles for 2025 (with comparisons to previous years). This allows us to see whether progress is being made in increasing the representation of women in higher-paid roles across the University.

There are a higher proportion of women (compared to men) in the lower, lower middle, and upper middle pay quartiles. There is a higher proportion of men in the upper pay quartile. This vertical segregation of men and women is the key driver of both the mean and median gender pay gaps.

## UCC 2025 Quartiles: Gender Representation



## Gender Pay Gap Reporting

### Quartiles: Gender Representation and Mean and Median Pay Gaps

Year Ended 30th June 2025, 2024, 2023 and 2022 published comparatives

2025 Quartiles: Gender Representaiton	Lower Quartile	Lower-Middle Quartile	Upper-Middle Quartile	Upper Quartile	Overall
Female	62.21%	63.41%	58.60%	47.19%	57.85%
Male	37.79%	36.59%	41.40%	52.81%	42.15%

2024 Quartiles: Gender Representaiton	Lower Quartile	Lower-Middle Quartile	Upper-Middle Quartile	Upper Quartile	Overall
Female	61.49%	61.65%	57.81%	44.47%	56.36%
Male	38.51%	38.35%	42.19%	55.53%	43.64%

2023 Quartiles: Gender Representaiton	Lower Quartile	Lower-Middle Quartile	Upper-Middle Quartile	Upper Quartile	Overall
Female	61.62%	62.71%	56.40%	44.61%	56.33%
Male	38.38%	37.29%	43.60%	55.39%	43.67%

2022 Quartiles: Gender Representaiton	Lower Quartile	Lower-Middle Quartile	Upper-Middle Quartile	Upper Quartile	Overall
Female	62.47%	63.76%	55.59%	44.00%	56.50%
Male	37.53%	36.24%	44.41%	56.00%	43.50%

## For Information: Gender Pay Gap IUA Universities

GPG Total - UCC vs. IUA Universities (2024)		
HEI	Mean GPG	Median GPG
Dublin City University	5.11%	8.30%
Maynooth University	9.38%	8.86%
RSCI University of Medicine and Health	16.40%	14.50%
Trinity College Dublin	7.60%	11.00%
<b>University College Cork</b>	<b>14.52%</b>	<b>11.56%</b>
University College Dublin	7.43%	7.14%
University of Galway	15.90%	14.40%
University of Limerick	12.10%	8.60%

Benchmarking of UCC GPG data for All Staff in IUA Universities, 2024



Oifig na bFóirgnearaí agus na rEasáil  
Buildings and Estates Office

Oifig na Seirbhíse  
General Services Office





## Closing the gap

### Belonging at UCC – Equality, Diversity and Inclusion

#### Framework 2025–2028

[Belonging at UCC: A Strategic Framework for Equality, Diversity and Inclusion 2025–2028](#) [↗](#) sets out how UCC will create a university where every person feels valued, respected and able to thrive. It supports [Securing Our Future: UCC's Strategic Plan 2023–2028](#) [↗](#) and provides a clear roadmap for delivering meaningful, measurable progress in equality, diversity, inclusion and belonging.

#### Purpose of the Framework

This Framework is designed to:

- Drive long-term cultural change across the university.
- Increase transparency and accountability in how decisions are made.
- Embed EDI into teaching, learning, research and leadership.
- Transform systems, policies and structures to remove barriers.
- Broaden our commitment to equality across all protected and underrepresented groups.

#### The Framework's Vision

- To build a university where equality, diversity, inclusion and belonging are part of everyday practice — not just policy. A place where all staff and students feel respected, have equitable access to opportunities, and can contribute fully to university life.
- To work collaboratively across the UCC community to advance equality, diversity and inclusion in meaningful and practical ways, ensuring that these values shape our culture, structures, behaviours and decision-making.

#### Our Strategic Objectives

We will achieve this vision by focusing on five core objectives:

- Build strong leadership and organisational accountability for EDI.
- Create an inclusive, respectful and safe environment for all.
- Promote fair access to opportunities, progression and achievement.
- Embed equality and inclusion in teaching, research and scholarship.
- Engage with and learn from our broader community – locally, nationally and internationally.

## Our Commitment under our Framework

This Framework is not a standalone document. It is supported by a detailed Action Plan that assigns responsibilities, timelines and success measures for every action. Progress will be monitored and reported to University Leadership and Governing Authority to ensure accountability and transparency.

To learn more, see the full **Belonging at UCC – Strategic Framework and Action Plan for Equality, Diversity and Inclusion** [Strategic Framework and Action Plan](#) [↗](#).

## Belonging at UCC — Working Together to Close the Gap

Closing the Gender Pay Gap requires systemic change. UCC's commitment is anchored in two key institutional frameworks: the Belonging at UCC: EDI Strategic Framework and Action Plan 2025–2028 and the People & Culture initiatives planned over the remaining period of 2025–2028.

The EDI Framework sets out our vision and values – to create a university where all staff and students feel they belong and can thrive. It drives equality through governance, policy and accountability.

Our People & Culture initiatives will translate this vision into everyday practice. It ensures our workforce systems — recruitment, promotions, leadership, wellbeing and work design — actively support inclusion, career development and fair recognition.

Together, these frameworks underpin UCC's Gender Pay Gap Action Plan. They align institutional values with workforce realities, ensuring that closing the gap is embedded in strategy, leadership, data, policy and culture.

This joined-up approach means that progress on gender equality is not a standalone project – it is integral to how we lead, how we recruit, how we promote, and how we support our people.

Theme	EDI Framework Contribution	People & Culture Initiatives
1. Embedding equality in systems & leadership	EDI governance, Athena Swan, data accountability, equality in decision-making	Embedding UCC values (CAIRDEAS), leadership capability, diversity-aware recruitment, workforce planning
2. Fair career progression and opportunities	Promoting access to opportunity, addressing structural barriers, inclusive policies	Career pathways, promotion frameworks (academic & administrative), talent development, job families & competencies
3. Culture, belonging and wellbeing	Creating an inclusive and respectful environment, addressing discrimination & underrepresentation	Flexible work, wellbeing framework, hybrid working supports, workload management, manager training
4. Data, transparency and accountability	EDI data dashboards, gender disaggregated reporting, targeted actions	Workforce analytics, HR technology, employee voice mechanisms, leadership reporting
5. Future workforce & sustainability	Inclusive teaching & research culture	Digital readiness, AI adoption, succession planning, talent retention

## Addressing the Gender Pay Gap in UCC

### Key initiatives and actions to date

UCC is taking a university wide approach to addressing the gender pay gap. Our actions to date, and our future priorities, are organised under three core themes:




## 1. Embedding Equality in All That We Do

**Creating systems, leadership and culture where equality is part of every decision.**

### What we have done:

- Launched Belonging at UCC – Strategic Framework for Equality, Diversity and Inclusion (2025–2028), aligning EDI with institutional strategy and leadership accountability.
- Secured our first Silver Athena Swan Institutional Award (2025), recognising sustained progress in gender equality across policies, leadership and culture.
- Established a strengthened [EDI Governance structure](#) including:
  - An EDI Sub-Committee of ULT
  - College-level Vice Deans for EDI
  - Staff network representation (LGBTQ+, Race Equality, Disability & Neurodiversity, Mná, Carers)
- Improved data transparency through EDI Data Hub & Gender Analytics dashboards (recruitment, promotions, contract type, leave, training).
- Ensured gender-balanced recruitment and promotion panels, with mandatory bias and EDI training.
- Gender balance (minimum 40% representation) was achieved in most decision-making bodies and committees.
- Developed a tool kit on embedding EDI consideration in Decision-making based on international best practice.

#### What we will do next:

- Implement EU Gender Pay Transparency Directive requirements — including gender-neutral job evaluation and “categories of workers” analysis.
- An [Employee Self-Service \(ESS\) Diversity tool](#)  will be launched in 2026. The data collected will aim to understand the diversity makeup of employees across all equality grounds.
- Include an annual gender equity audit of starting salaries.
- Mandatory gender impact assessment for all new People & Culture policies – embedding the decision making EDI toolkit in all university decision making.
- Publish annual dashboards on gender representation, recruitment and promotions, accessible to leadership and staff.
- Embed gender impact assessments into policies and major institutional decisions.

## 2. Opening Up Career Pathways

### — Leaving No One Behind

**Ensuring women and underrepresented groups can progress at every career stage.**

#### What we have done:

- Introduced new academic promotion pathways (Senior Lecturer, Prof (2), Full Professor), with biennial cycles, gender-balanced panels and clear criteria.
- Submitted to all SALI (Senior Academic Leadership Initiative) calls; recruited three SALI Professors; two more posts approved subject to funding.
- Doubled women at Full Professor rank since 2019 (from 17% to 30%).
- Expanded leadership development programmes:
  - Women-only research leadership programme (Epigeum).
  - Staff Connect & Continuous Improvement Network (200+ PMSS staff).
  - IMI leadership development for women in PMSS.
- Introduced the Administrative Promotion Scheme (2025) with gender-inclusive rules, consideration of personal/caring circumstances and career breaks.

#### What we will do next:

- Launch Women in Leadership at UCC Initiative (2026) – targeted sponsorship, mentoring, coaching and networking for aspiring leaders in academic, research and PMSS roles.
- Monitor promotion success rates by gender annually and report to ULT.
- Ensure development pathways for hourly-paid, fixed-term and early-career staff to prevent long-term pay inequality.



### 3. Supporting a Healthy and Positive Work Environment

Recognising that reducing the gender pay gap is not only about pay — but about enabling people to thrive.

#### What we have done:

- Introduced sector-leading flexible and family-friendly policies, including:
  - Blended Working Policy (remote work up to 3 days/week).
  - Fertility Treatment Leave Policy (2024).
  - Early Pregnancy Loss Policy (2025).
  - Foster Care and Surrogacy Leave.
  - Menopause Support Policy (2024).
  - Domestic Violence Leave.
- Developed a new Work-Life Balance Framework (2025) incorporating statutory EU rights to request flexible and remote work, with associated training for managers on managing flexible working requests fairly.
- Relaunched Speak Out anonymous reporting tool (2025) for bullying, harassment, sexual misconduct.
- Provided Maternity Coaching for staff and managers, delivered by accredited peer coaches.

#### What we will do next:

- Expand supports for staff returning from career breaks, particularly after maternity, adoptive or long-term leave.
- Monitor uptake of flexible work and leave policies by gender to ensure equity.
- Introduce wellbeing metrics to measure belonging, workload fairness and psychological safety in staff surveys.

## Conclusion

This report marks University College Cork's fourth year of Gender Pay Gap reporting. Once again, the data shows continued progress in reducing the gap, demonstrating the impact of sustained action across leadership, policy, culture and workforce development. While this progress is encouraging, the data also makes clear that further work is required to achieve long-term gender balance—particularly in senior academic, research, and professional roles.

Closing the gender pay gap is not a single initiative, but a journey of structural change. Through the Belonging at UCC – Equality, Diversity and Inclusion Framework 2025–2028 and our People & Culture Plan (launching in 2026), we have established strong institutional foundations: clear governance, evidence-based decision-making, inclusive recruitment and promotion pathways, flexible working, and a continued focus on respect and belonging.

Progress has been made—more women are advancing to senior roles, flexible working and family-friendly policies have expanded, leadership accountability has strengthened, and UCC has achieved its first Silver Athena Swan Institutional Award. However, the data also shows that women remain underrepresented at the highest grades and overrepresented in lower-level or part-time roles. This uneven distribution continues to be the primary driver of the gender pay gap.

## Our Commitment Going Forward

**Over the next phase, UCC will:**

- Deliver on the Gender Pay Gap Action Plan, aligned with the EDI Framework, Athena Swan Silver Action Plan and People & Culture initiatives.
- Prepare for the EU Pay Transparency Directive (2026) by ensuring pay structures are transparent, gender-neutral and based on equal value.
- Expand leadership and career development pathways, ensuring women and underrepresented groups can progress at every stage.
- Strengthen accountability, with annual reporting to University Leadership Team and Governing Authority on progress against targets.
- Continue listening to our staff, using data, engagement and feedback to shape actions and support meaningful cultural change.

## A Shared Responsibility

Reducing the gender pay gap is not the responsibility of one office or one policy—it requires leadership at every level, active allyship, and a commitment to fairness in everyday practice. Together, we will continue to build a university where equality is expected, inclusion is lived, and every person can thrive.

## Definitions

### Employees

The definition of employee within the Regulations defines for the purposes of gender pay reporting an employee as a person who is an employee for the purposes of the Employment Equality Act 1998 and who is employed by the organisation on its snapshot date.

The guidelines are based on headcount regardless of whether an employee has worked for an hour a day, an hour a week, an hour a month or full time for the year under review. Each employee has equal weight in the outturn if falling within the definition of an employee on the snapshot date.

UCC has a unique complexity in that it incorporates the payroll of clinical, administrative and technical staff within its Dental Hospital in its reporting, no other Higher Education Institution has such a comparative. In addition, temporary part time work here is a complex blend of not only hourly pay but also of tutors, demonstrators, clinicians, exam invigilation, visiting and evening lecturers and so on.

#### UCC Gender Pay Gap Statistics for the twelve months ended 30th June 2025

##### For all employees:

- Difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender.
- Difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender.

##### For Part Time Employees:

- The difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender.
- The difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender.

##### For Temporary Employees:

- The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender.
- The difference between the median hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender.

## Reporting

The legislation requires information on Bonus and Benefit in Kind payments made to staff to be published. UCC confirms that:

### Bonus Scheme

- There is no bonus scheme in operation in UCC.
- Share or Share Option Schemes.
- There is no share or share option schemes in UCC.

### Benefit-In-Kind (BIK)

There are no “benefits in kind”/non-cash benefit of monetary value provided to an employee such as a company car, voluntary health insurance, stock options or share purchase schemes in UCC.

### Other Payment Types

The legislation excludes the following payment types from the payroll calculation:

- Redundancy payments.
- Travel and Subsistence for the reimbursement for expenses, such as travel and subsistence. It does not include reimbursement of expenditure wholly and necessarily incurred in the course of employment, for example, reimbursement for travel expenses related to their work.

### Salary Top Ups

Salary tops up for statutory leave like maternity/paternity/illness benefit are to be included.

### PRSI and Pension

Employer PRSI and Pension are not to be included.

The Regulations do not require organisations to provide any information on job classifications at this time in reporting on their gender pay gaps.

The legislation notes that employers must publish the mean and median gender pay gap for employees, part time employees and temporary employees. In addition, Bonus and Benefit in Kind information is to be published, this section is not relevant to UCC reporting.

Quartile information on the hourly remuneration of staff is to be published whereby an employer must create a ranking of employees based on their hourly remuneration of lowest to highest which is then divided into quartiles: lower, lower middle, upper middle and upper.





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University College Cork, Ireland

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