



ACQUIRED
BRAIN INJURY
IRELAND

Gender Pay Gap Report

November 2025



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Executive Summary

For the relevant period 01/07/2024 - 30/06/2025, Acquired Brain Injury Ireland's (ABI Ireland) mean gender pay gap is 7.08% and our median gender pay gap is 9.06%, both in favour of men.

On average, women earn about €0.93 for every €1 earned by men. At the median, a typical woman earns about €0.91. Gaps are most pronounced in the Manager and Team Leader cohorts.

Permanent contracts show the clearest gap. Relief contracts are near parity.

We do not pay bonuses or benefit-in-kind, so those statutory disclosures are not applicable.

ABI Ireland continues to advance a range of People and Culture initiatives to strengthen equity, inclusion and progression opportunities across the organisation, including:

- fair pay benchmarking
- inclusive recruitment
- maternity and paternity leave top-ups
- flexible work options
- wellbeing supports
- accessible learning and development pathways

Over the next 12 months, ABI Ireland will focus on representation at higher levels, starting pay and scale placement, and equitable access to premium/overtime and development opportunities, ensuring fair and transparent progression for all employees.

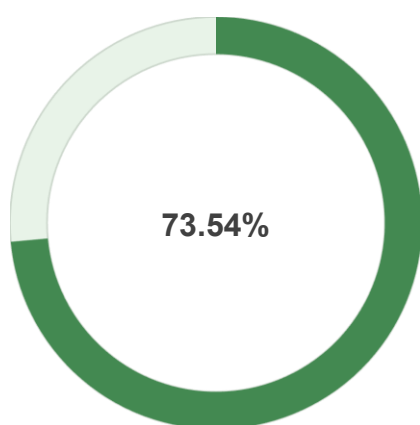


Headcount

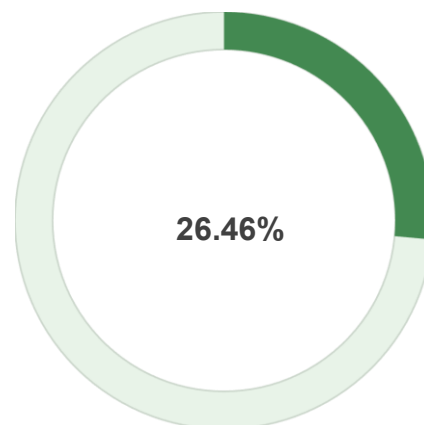
Total employees in ABI Ireland for the relevant period (1 July 2024 - 30 June 2025) is **378** and outlined below.

This reflects a female-majority workforce, particularly in frontline and support functions. Although women make up 73.5% of our workforce, men are proportionally more represented at the very top of the pay range and slightly more concentrated at and above the midpoint. This results in a 7.1% mean gap and a 9.1% median gap.

As tenure data later shows, women are also proportionately higher in early and mid-career cohorts, which emphasises the importance of clear development pathways into leadership roles.



Women
278 employees



Men
100 employees



Hourly Pay: Mean and Median

Median and Mean pay rates are included below. The larger median gap suggests a concentration effect around the middle of the pay distribution. Proportionally more men than women are clustered at or just above the median.

Mean gap: 7.08%

Women: €22.98

Men: €24.73

Median gap: 9.06%

Women: €20.79

Men: €22.86

On average, women earn about **€0.93 for every €1 earned by men**. At the median, a typical woman earns about **€0.91**.



Staff Breakdown

Job level	Women	Men	Total
CEO	1	0	1
Executive Management Team	5	1	6
Senior Management	4	2	6
Manager	41	14	55
Team Leader	13	9	22
Other Staff	214	74	288

Managers

There is similar overall representation (approximately 1 in 7 for both genders) but pay within the Manager tier still shows a gap.

ABI Ireland commits to reviewing starting salaries, scale placement and premium/overtime patterns in those roles.

Team Leaders

Men are about twice as likely as women to be Team Leaders (1 in 11.1 men vs 1 in 21.4 women). This suggests a progression bottleneck between other staff and Team Leader roles.

ABI Ireland commits to focusing on development pathways and transparent acting-up opportunities.

Leadership

Representation currently favours female staff.

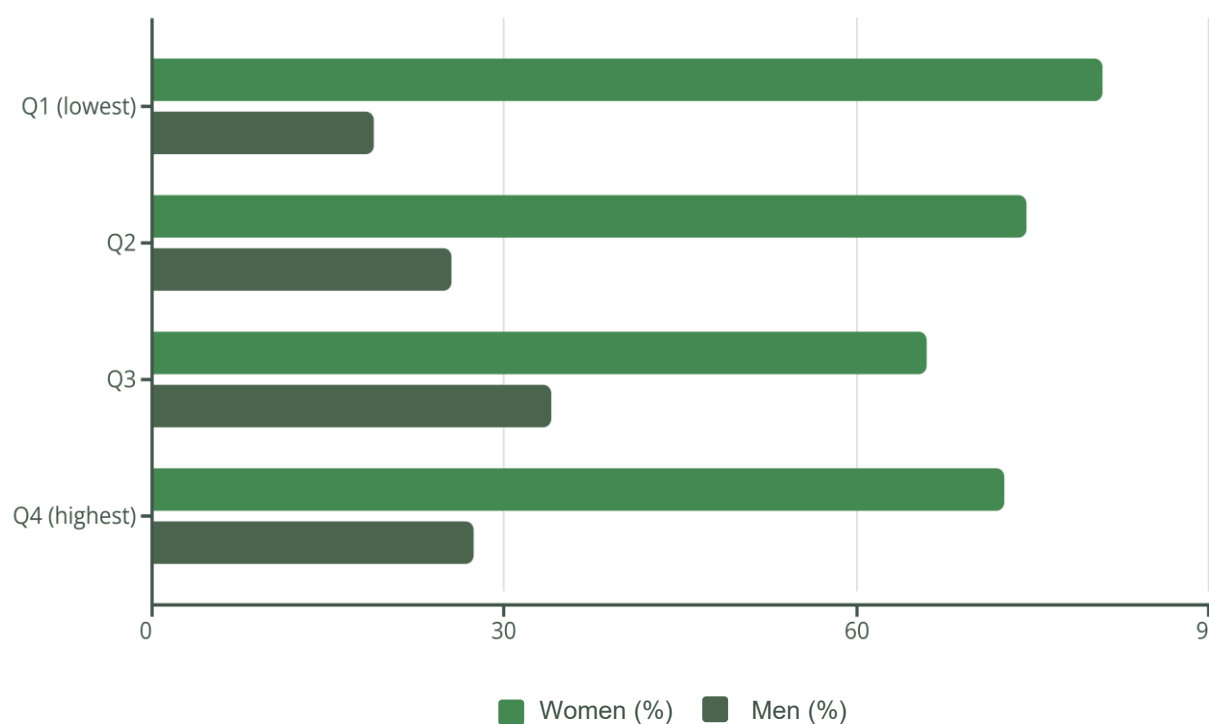
ABI Ireland will continue to develop a balanced pipeline, supported by leadership development, mentoring and structured career planning.

ABI Ireland has already begun work such as job evaluation, supervisory development, mentoring, and accessible L&D, which will help reduce progression imbalances over time.



Pay Quartiles

Below, employees are ranked by hourly rate and split into four equal groups. Women are a majority in all quartiles, but the male share rises in Q3 – Q4, which is consistent with the overall gap.





Contract Types

Below is a representation of the various contract types in ABI Ireland in the relevant period (1 July 2024 - 30 June 2025).

The gap is most reflective of the permanent cohort (270 employees). Relief is close to parity and specific purpose roles also tend to be female.

ABI Ireland will continue to ensure that relief and specific purpose roles are genuine pathways into permanent positions with fair access to development and progression.

Contract type	Women	Men	Total	Women %	Men %
Permanent	1	0	1	72.96	27.04
Relief	5	1	6	76.09	23.91
Specific purpose	4	2	6	78.26	21.74
Fixed term	41	14	55	62.50	37.50

ABI Ireland's flexible and hybrid work policies, salary top-ups for maternity and paternity leave, and inclusive recruitment practices are all designed to support equitable participation for staff at all contract types.

Employment type	Women	Men	Total
Full-time	207	79	286
Part-time	36	10	46
Relief	35	11	46

Women are more likely than men to be in part-time or relief roles, which often reflects flexibility needs and caring responsibilities.

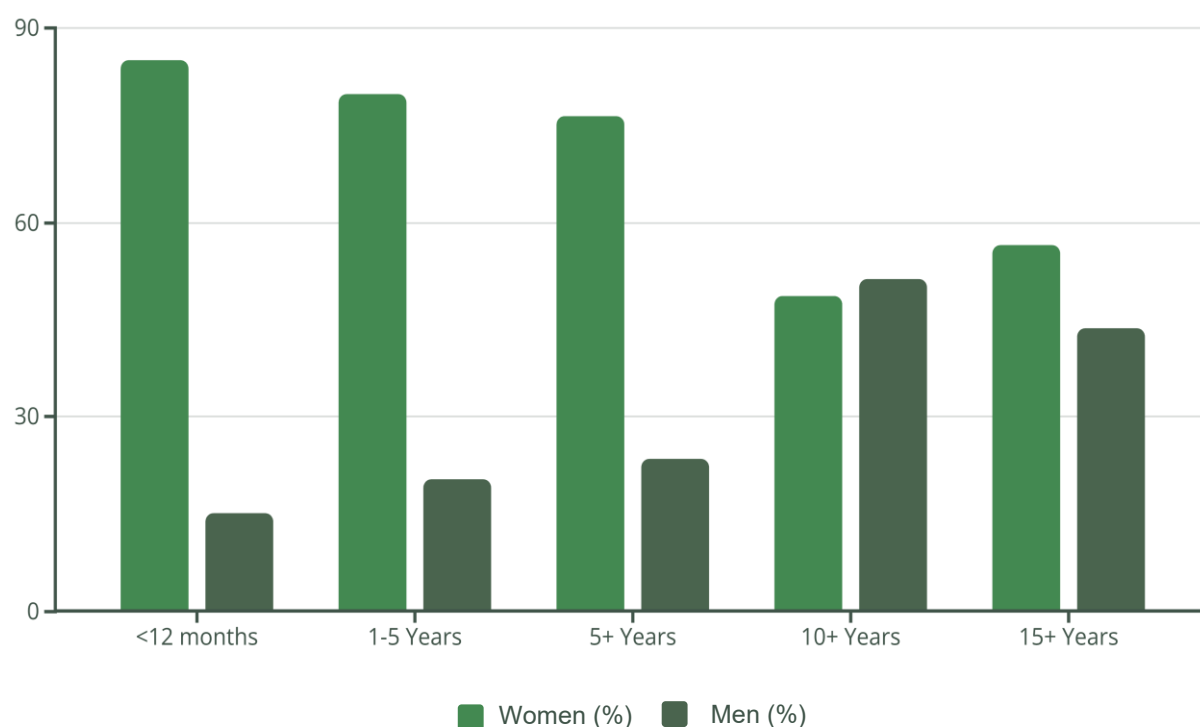
ABI Ireland will continue to ensure these roles remain genuine pathways to progression, supported by accessible learning, fair development opportunities and transparent selection for acting-up and promotional posts.



Length of Service

ABI Ireland has a strong early-tenure female skew, particularly under 5 years, with more balanced gender at longer tenures (10+ years).

This strengthens the case for early-career progression support so that newer female cohorts move into Team Leader and Manager roles.





Proposed Actions 2026



Progression and representation

- Targeted development and mentoring for women into Team Leader and Manager roles



Starting pay and scale placement

- Standardise starting salary decisions and scale-point placement



Premium/Overtime access

- Monitor allocation and uptake for equity and transparency



Internal mobility

- Track movement of relief and specific purpose to permanent roles for fair salary progression



Quarterly monitoring

- Review Q3 / Q4 membership, leadership ratios, and tenure pipeline



Our Commitment

ABI Ireland's goal is to reduce the median gender pay gap from 9.06% to below 6% by 2027.

