Irish Hospice Foundation

To die and grieve well wherever the place

Gender Pay Gap Report

October, 2026

1. Irish Hospice Foundation

Irish Hospice Foundation (IHF) is a national charity that addresses dying, death and bereavement in Ireland.

Our vision is an Ireland where people facing dying, death and bereavement are provided with the information, care and support that they need. Our mission is to work towards the best end-of-life and bereavement care for all. All of our work is underpinned by our values which are: Integrity, Courage, Respect, Compassion, and Inclusion.

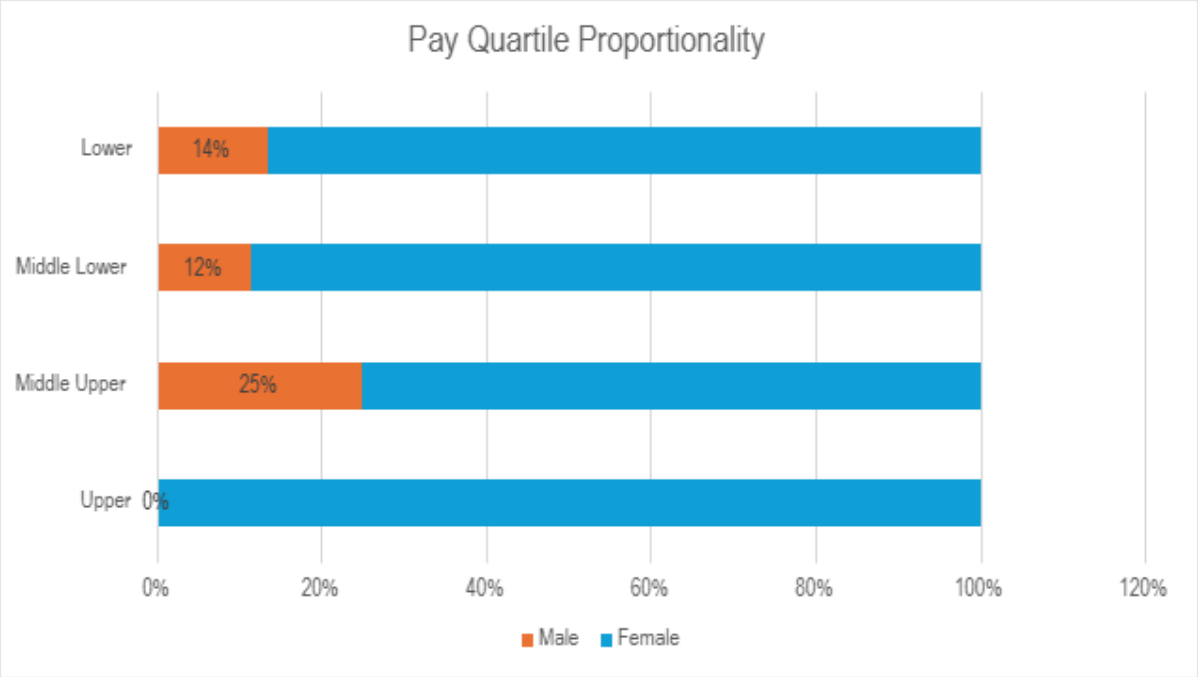
In 2023, Irish Hospice Foundation (IHF) conducted a comprehensive benchmarking exercise of salaries and benefits for all staff and established a market-aligned salary structure for all roles. To promote consistency, transparency, and parity in future pay and benefits across IHF, we introduced a formal reward policy that will guide the organisation's approach to the management of salaries and benefits into the future.

2. Gender Pay Gap Results

The Gender Pay Gap represents the difference in average hourly earnings between men and women across an organisation. It reflects the overall structure and gender composition of the workforce rather than comparing pay for the same or equivalent roles. The Gender Pay Gap provides important insight into how staff are represented at different levels and in different functions and helps ensure transparency and accountability in line with good governance practice.

This year's analysis is based on data collected on our snapshot date, which fell on 30 June 2026. On this date, we had 68 employees.

The results are shown below:



Pay Gap

Pay gap of **mean** hourly renumeration of **all** employees	Pay gap of **median hourly remuneration** of **all** employees	Pay gap of **mean** hourly renumeration of **part time** employees	Pay gap of **median** hourly remuneration of **part time** employees	Pay gap of **mean** hourly remuneration of **temporary** employees	Pay gap of **median** hourly remuneration of **temporary** employees
-10.44%	-13.8%	27.5%	30.4%	25.7%-	36.5%

In 2025, our mean and median hourly gender pay gaps were close to neutral. In 2026, the mean hourly gender pay gap was -10.44%, indicating that men are, on average, paid slightly less than women. However, as the majority of employees in IHF are female, and some of the male employees are in entry-level roles, this figure should be considered in the context of the organisation's workforce profile.

The gender pay gap for part-time employees increased from 6.0% in 2025 to 27.5% in 2026, suggesting a disparity for women working in part-time roles. However, there is only one male employee in the part-time employee group, meaning the result is heavily influenced by a very small sample size and should be interpreted with caution, as it does not provide a statistically reliable comparison.

Note that no data has been provided on benefit in kind or bonus pay as required by the Gender Pay Gap Information Act 2021 as no IHF staff received either during the relevant period.

The sector in which we work is female dominated and approximately 90% of our employees are female. Female representation is strong at all levels in the organisation including in senior leadership roles.

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