

HPRA Gender Pay Gap Report 2024

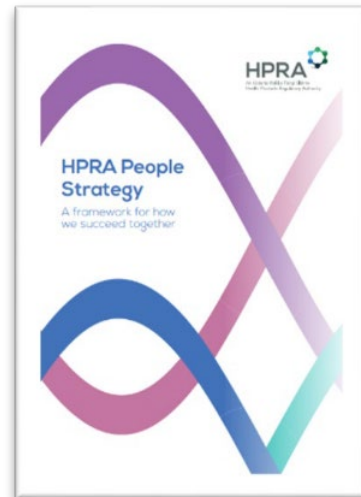
CONTENTS

1	FOREWORD	3
2	ABOUT THE HPRA	4
3	GENDER PAY GAP DATA	5
4	EXPLAINING OUR RESULTS	6
4.1	Flexible working	6
4.2	Leave policies	6
4.3	Transparent promotion	6
4.4	Continued commitment to EDI	6
4.5	Health and Wellbeing	7
4.6	Policies against discrimination	7

1 FOREWORD

The HPRA seeks to create an inclusive environment, where psychological safety is paramount, and we bring our best selves to work and support each other. With the aim of working in a trusting workplace where we can build connections and manage our work life balance.

We continue to strive towards making improvements within our organisation through our Diversity and Inclusion (D&I) committee with the ongoing support and accountability of our leadership team. Diversity is a key value of the HPRA and is visible at all levels of the organisation including our Senior Leadership team.



Recruitment processes in the HPRA are carried out in a transparent manner and we are committed to providing equal opportunities for employees and those outside of the organisation in line with the Employment Equality Acts. We ensure all parties involved in recruitment are trained on and follow our robust process. The HPRA apply pay scales to ensure all pay is offered without any bias.

In 2024 we continued our commitment to health and wellbeing. Our initiatives are designed to support our employees in acquiring healthy behaviour patterns leading to improved state of mind and aim to ensure a wide range of initiatives are delivered in line with the requirements of individuals. We have successfully attained the Keep Well Mark accreditation since 2018, which ensures we continue to strive for best practices in the area of wellbeing.

The D&I committee works to strengthen diversity, equality, inclusion and accessibility in the HPRA. By aligning with the organisation's core values, the committee aims to support leadership and individuals so that everyone has a sense of belonging, an acceptance of their whole self and a belief in their ability to grow.

Elizabeth Stuart
Director of Human Resources and Development

2 ABOUT THE HPRA

Our vision at the HPRA is to regulate medicines and devices for the benefit of people and animals. And our mission is to focus on excellence in health product regulation through science collaboration and innovation. We regulate a wide spectrum of areas including human medicines, veterinary medicines, medical devices, clinical trials, blood and blood components, human tissues and cells, human organs for transplantation, control substances, cosmetics, and the use of animals for scientific purposes.

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 is a positive step to take that allows us to embrace diverse perspectives ultimately creating better outcomes in health product regulation.

This is underpinned by our values that shape our culture, guide our work and how we work together.

	Patient focussed	We put the interests of those who use health products first.
	Integrity	We are independent, proportionate, and transparent.
	Innovation	We continually learn, adapt, and improve.
	Inclusion	We believe in the power of diversity, where everyone is equal.
	Collaboration	We work with others in partnership, respect, and trust.
	Excellence	We work to the highest personal, professional, and scientific standards.

3 GENDER PAY GAP DATA

The HPRA's gender pay gap was based on the snapshot date of 30th June 2024. As of this date our gender breakdown was 72% female and 28% male.

In 2023 our GPG was reported at 1.22%. We are proud to report our GPG for 2024 is -1.91% (mean hourly pay gap), representing equitable pay without regard to gender. Continuing to be transparent about any gender pay gap is core to our values. This calculation shows a point in time snapshot of the organisation and is influenced by the demographics of our organisation as outlined above.

2024 Gender Pay Gap Breakdown:

Gender Pay Gap – Overall

Mean	-1.91%
Median	-0.43%

Gender Pay Gap – Part time

Mean	-98.88%
Median	-89.51%

Gender Pay Gap – Temporary contracts

Mean	-2.41%
Median	-0.75%

4 EXPLAINING OUR RESULTS

The result of the 2024 gender pay gap reporting for the HPRA highlights the unique composition of the organisation with most senior roles being held by female employees. 66.66% of our executive team are female while 68% of senior manager roles are also female.

The HPRA have policies that promote inclusivity and work life balance which we seek to promote to our employees but also to potential new employees also. We recognise that maintaining a stable and equitable pay structure required ongoing oversight and commitment. Our ways of working include the following:

4.1 Flexible working

Our flexible working includes flexi time, flexi leave and our remote working policy. Flexibility allows employees to balance work with personal and family responsibilities.

4.2 Leave policies

Our leave policies are delivered in line with best practice. The leave policies include for example parental leave and the newly introduced leave for medical care and domestic violence leave.

4.3 Transparent promotion

All roles (either existing or new roles) are advertised internally where any employee can apply for the role. For this reporting period 60% of internal appointments, were to female employees across various levels of roles within the organisation.

4.4 Continued commitment to EDI

We continue to deliver on our commitment to diversity and inclusion, we are an organisation that values varied perspectives and actively works to create an equitable workplace. This commitment is evident at all levels of the organisation with our Senior Leadership team undertaking a conscious inclusion workshop to ensure we continue to progress and learn in this area. In addition, psychological safety training was completed by all managers to help build trust, growth and belonging in their teams.

4.5 Health and Wellbeing

Through our Health & Wellbeing committee and policies and procedures, we support the key pillars of wellbeing which are mental, emotional, physical, family and financial. The initiatives delivered cover a vast range of topics with the aim of supporting our employees. We also implemented a menopause policy in 2024 which was supported by training for line managers.

4.6 Policies against discrimination

The organisation has well established dignity at work and equality policies as well as procedures to deal with any matters that may arise. A zero-tolerance approach reassures employees that the organization prioritises a safe and respectful workplace. Clear procedures for reporting and addressing complaints, as well as regular training to prevent harassment and discrimination are in place.

A transparent and robust recruitment process is in place also and we look to continuously improve this process to ensure it is inclusive and fair. The HPRA is fully committed to fostering diversity and inclusivity in the recruitment process, ensuring that career opportunities are open and accessible to all, including individuals from diverse backgrounds.