Gender Pay Report 2025

Bord Altranais agus Cnáimhseachais na hÉireann

Nursing and Midwifery Board of Ireland

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At the Nursing and Midwifery Board of Ireland, we are committed to promoting a fair, transparent and inclusive working environment. As a regulator within a profession that has been historically and predominantly female, our organisational profile reflects this wider sectoral trend. While this brings strengths in experience and representation, it also presents unique considerations when interpreting gender pay data.

The following report outlines NMBI's gender pay figures for 2025, with a snapshot date of 30th June 2025. It provides a clear picture of our current position and supports our ongoing work to strengthen equality, foster balanced opportunities and ensure that our resourcing and organisational practices continue to evolve in line with best practice.

Headcount Distribution

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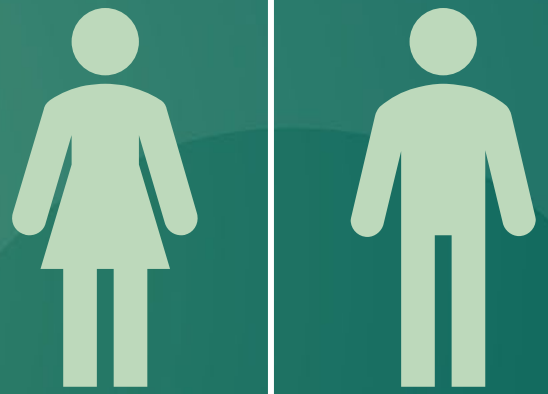
Our current workforce comprises 76% female and 24% male employees. This distribution is consistent with the long-standing profile of the nursing and midwifery professions in Ireland, where women have historically been the majority. As the regulatory body for these professions, our internal workforce naturally reflects this broader demographic trend.

While this context is important, it also highlights the need to continue supporting balanced representation across all functions within NMBI, particularly in specialist, corporate, and technical roles where gender diversity can vary. We remain committed to fostering an inclusive environment, promoting equal access to development opportunities and ensuring that our organisational practices support a diverse and representative workforce into the future.



Female
76%

Male
24%

Gender Pay Gap: Hourly Pay

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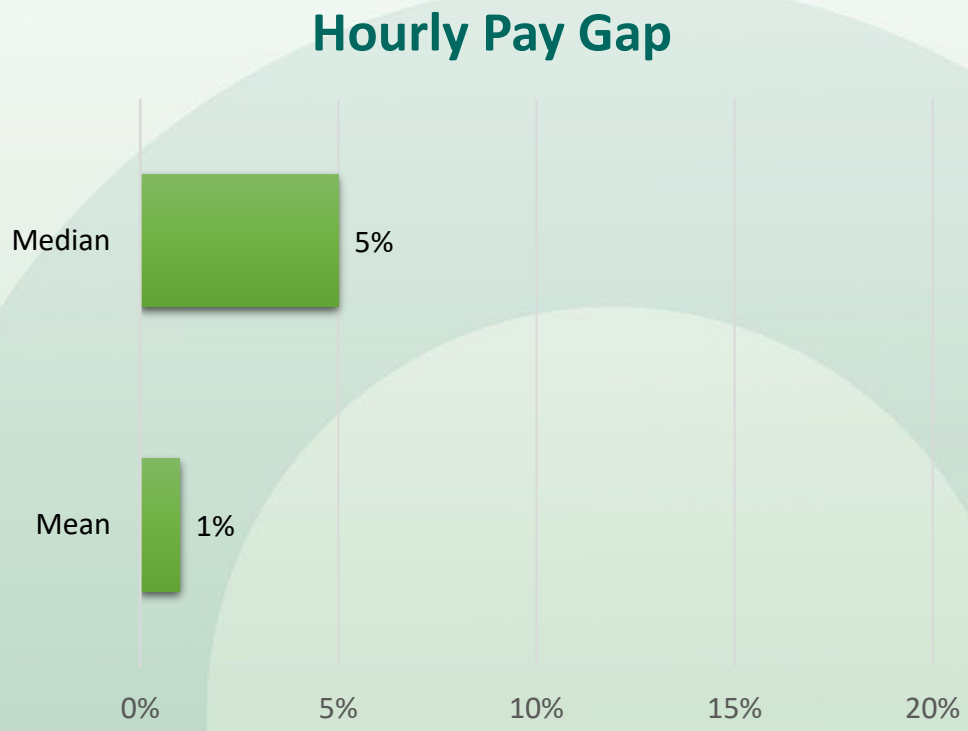
The mean gender pay gap for hourly pay at NMBI is 1%, and the median gender pay gap is 5%. These figures represent the difference in average and mid-point hourly earnings between male and female employees.

Given the longstanding gender profile of the nursing and midwifery professions, our workforce composition naturally influences these outcomes. Nonetheless, we remain committed to continually reviewing our internal structures, supporting balanced progression opportunities and ensuring that our pay and resourcing practices reflect fairness, transparency and equity across the organisation.



Gender Distribution Across Pay Quartiles

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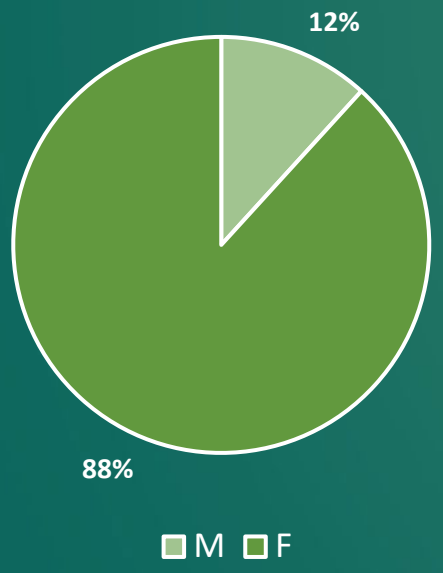
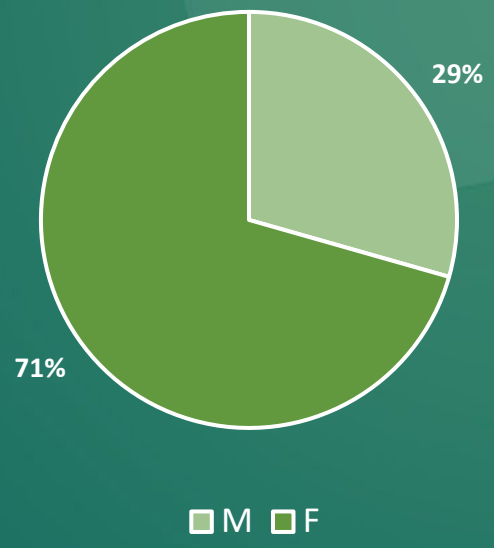
Our gender distribution across the pay quartiles reflects the ongoing demographic profile of the nursing and midwifery professions, where women have traditionally represented the majority of the workforce.

Although these figures show the current gender profile, they also help to identify where continued focus can enhance representation across all levels of the organisation.

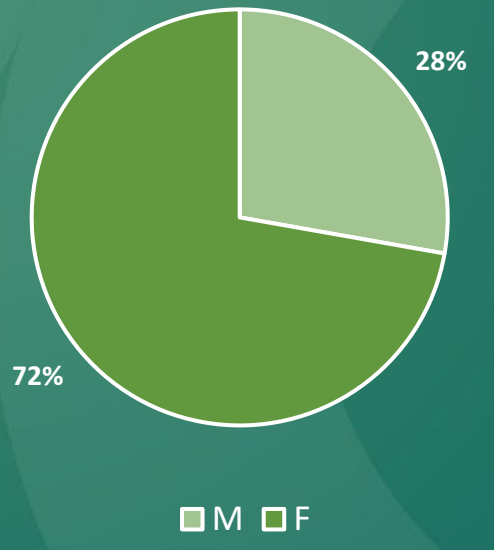
Lower Quartile



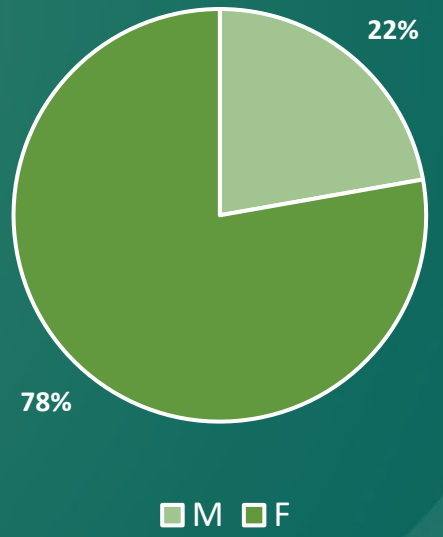
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Commitment to Progress and Action Plan

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At the Nursing and Midwifery Board of Ireland, we see these findings as an opportunity to reflect and continue strengthening an inclusive and supportive workplace. As a regulator within professions that have traditionally been predominantly female, we remain focused on ensuring that our internal practices promote fairness, transparency and balanced representation. We are committed to:

- Supporting access to development and progression opportunities for all staff.
- Regularly reviewing our recruitment and resourcing practices to maintain equity and alignment with public sector standards.
- Fostering a workplace culture built on inclusion, wellbeing and respect.
- Monitoring our gender distribution and pay outcomes to identify areas for improvement and act on them appropriately.