An tOmbudsman Seirbhísí Airgeadais agus Pinsean

Financial Services and Pensions Ombudsman

2025 Gender Pay Gap Report

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1. Background

Gender Pay Gap (GPG) reporting has been a legal requirement following the enactment of the Gender Pay Gap Information Act 2021. As of 2025, organisations with 50 or more employees are required to calculate and publish their GPG on an annual basis. They must also include the reasons for any differences and the measures (if any) being taken, or proposed to be taken, to eliminate or reduce such differences.

This is the Financial Services and Pension Ombudsman's (FSPO) first year publishing its gender pay gap report.

2. FSPO Gender Pay Gap figures

Table 1 provides a summary of the FSPO's 2025 headline GPG figures in accordance with the requirements of the Gender Pay Gap Information Act, 2021:

Fig 1. Summary of the FSPO's 2025 GPG figures

All employees	2025 figure
Mean hourly pay gap	-1.90%
Median hourly pay gap	-15.88%
Fixed-term contracts	
Mean hourly pay gap for part-time workers	N/A
Median hourly pay gap for part-time workers	N/A
Part-time employees	
Median hourly pay gap for temporary workers	-13.07%
Median hourly pay gap for temporary workers	-26.01%
Bonus pay	
Mean bonus gap	0%
Median bonus gap	0%
Percentage of male employees who received a bonus	0%
Percentage of female employees who received a bonus	0%
Benefit-in-kind (BIK)	
Percentage of male employees who received BIK	0%
Percentage of female employees who received a BIK	0%

Fig 2. Summary of the FSPO's 2025 quartile data

Quartile data

Male and female employees in the FSPO fall within the following pay quartiles:

Quartile percentages		
	% of males	% of females
Q4 – Upper income quartile	41.38%	58.62%
Q3 – Mid-upper income quartile	38.57%	71.43%
Q2 – Mid-lower income quartile	55.17%	44.83%
Q1 – Lower income quartile	44.83%	55.17%

3. Analysis of Gender Pay Gap

- The FSPO has a mean GPG of -1.90% for 2025, meaning that for every €1 the average male earned, the average female earned €1.02.

  The median GPG for 2025 is -15.88%, meaning that for every €1 the median male earned, the median female earned €1.16.

  As a public sector body, the FSPO has clear and transparent pay practices, with all employees assigned to salary scales with clear rules on pay progression along these scales. As a result, mean and median GPG are driven by a higher representation of female employees in more senior job grades and a higher representation of male employees in more junior roles within the organisation.

- Of the 115 employees included in the GPG analysis, 8 employees in the FSPO work part-time. These 8 staff have a mean GPG of -13.07% and a median GPG of -26.01%, with a relatively even uptake of part-time working between male and female employees compared to overall headcount. This gap is due to a cohort of male employees in junior grades working part-time compared to more senior female employees.

- Only a small cohort of employees are on fixed-term contracts, all of whom are men, resulting in no mean or median GPG amongst fixed-term contract employees.

- The FSPO has an overall headcount of 115 employees, consisting of 49 male employees and 66 female employees, equating to a 42.61% and 57.39% split respectively. When examining how these employees are divided across the four quartiles provided above, there is a relatively higher representation of female employees in the mid-upper quartile (71.43%) and lower representation in the mid-lower quartile (44.83%). This serves to increase the mean and median female hourly rate and lower the commensurate mean and median male hourly rates, resulting in the mean and median GPG of -1.90% and -15.88% respectively.

- When examining gender breakdown by grade, female employees have a greater representation than male employees in senior roles within the organisation. Female employees represent 70% of employees at Higher Executive Officer (HEO) grade, 13% higher than the FSPO's overall female representation. Conversely, male employees represent 50% of employees at Executive Officer (EO) grade, 8% above overall male representation in the FSPO. EO grade is also the most populous job grade within the FSPO and thus, the overrepresentation of male employees compared to female employees serves to reduce the median male hourly rate, driving the overall median GPG of -15.88%.

- As a relatively small employer of 115 employees, the FSPO's GPG dataset is subject to greater fluctuation compared to larger organisations, particularly by more senior, high-earning employees within the organisation. A majority of employees in management grades are currently female. When employees at Assistant Principal (AP), Principal Officer (PO) and Ombudsman grades are removed from the GPG dataset, median GPG reduces to -2.12% (from -15.88%) due to female employees having greater representation at AP and PO grades.

- No FSPO employees received any bonuses or BIK, so there is no dataset to determine GPG between employees regarding these payroll elements.

4. How the FSPO is addressing its GPG

The FSPO implements public sector policies that significantly surpass the statutory minimums set out in employment legislation.

The FSPO understands the values of providing a meaningful work-life balance across the organisation. The FSPO offers the following benefits to its staff: public sector pay scales, flexible working hours, pension scheme, paid maternity/paternity leave, working arrangements that promote work/life balance, learning and development opportunities, Cycle to Work scheme, Tax Saver – public transport travel pass, Employee Assistance Service and a wellbeing programme.

The FSPO has a Wellbeing Committee and a Human Rights, Diversity, Equality and Inclusion working group, with associated annual work programmes.

FSPO leadership are aware of the impact of male and female career cycles on GPG and wider equality, and continue to monitor this data to determine if any difference arises between career cycles which needs correcting and is invested in ensuring that gender balance at all levels is reflective of the overall headcount of the organisation.

5. Understanding the pay gap and key calculations

What is Gender Pay Gap reporting?
A pay gap is the difference in average pay between two groups (e.g. men and women), regardless of job role or seniority. The Gender Pay Gap Information Act 2021 and associated regulations requires employees to report their gender pay gap each year, and the measures that are being taken to eliminate or reduce the gap. The Gender Pay Gap Information Act was enacted in July 2021 and introduced a requirement for organisations of 250 or more employees to annually publish their gender pay data, starting from 2022. As of 2025, organisations with more than 50 employees are required to report.

How is it different to equal pay?
Equal pay is concerned with any differences in pay between men and women who carry out equal work. Legislation makes it unlawful to pay one group less than another for equal work, unless there is a material reason not related to gender.

What is the mean pay gap?
The mean is the statistical average of a set of data. In the context of GPG reporting, the mean GPG is the difference between women's mean hourly pay and men's mean hourly pay.

What is the median pay gap?
The median is the middle score for a set of data that has been arranged in order of magnitude. In the context of GPG reporting, the median GPG is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man).

What are quartile bands?
Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

5.1 Comparing median and mean GPG

Mean and median GPG offer different perspectives to understand an employer's pay practices. The median figure is often considered the more useful as it is less swayed by extreme figures at either end of the pay spectrum. The influence of 'extreme' figures of those top earners on the gender pay gap is therefore very important, and a crucial reason the mean is a key figure in gender pay gap reporting. The difference between these two figures, however, can bring keen insights into the pay structure of an organisation.

The presence of a group of very low earners can swing the mean to below the median. Conversely, a small group of very high earners can sway the mean to greater than the median. Organisations with greater mean than median gender pay gap will therefore likely observe a statistically outsized number of men occupying top positions in the upper quartile of earners and women occupying the bottom two quartiles.

Under the Act, organisations such as the FSPO are required to report on:

1. Hourly Pay: the difference between the mean and median hourly pay of male and female employees.
2. Bonus Pay: the difference between the mean and median bonus pay of male and female employees, and the percentage of male and female employees who received a bonus.
3. Part-Time Pay: the difference between the mean and median hourly pay of part-time male and female employees.
4. Temporary Contracts: the difference between the mean and median hourly pay of male and female employees on temporary contracts.
5. Benefit in Kind: the percentage of male and female employees who received benefits in kind.
6. Quartiles: the percentages of male and female employees in the lower, lower middle, upper-middle, and upper-income quartiles.
7. Context: the reasons for any gender pay gaps.
8. Actions: the measures (if any) that the employer is taking to eliminate or reduce the gap.