



DENTAL CARE IRELAND
Your Local Practice

20
25

GENDER PAY GAP REPORT



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Introduction

Dental Care Ireland is a growing network of 37 established dental practices, located throughout the country. Each practice is patient-focused and committed to delivering the highest standard of dental care for all the family.

Gender Pay Gap legislation requires employers with 250 or more employees to publish statutory calculations every year showing the difference between the average earnings of men and women within our business.

Gender Pay Gap is different to equal pay. The gender pay gap shows the difference in average pay between men and women. Equal pay requires that men and women who carry out the same or similar jobs; or work of equal value, are paid the same.

We believe that, at Dental Care Ireland, we do not have an issue in terms of pay equality, but the low number of men in our business overall does skew our results somewhat. The negative % gaps noted below indicate a pay gap in favor of women. The majority of roles in our business are nursing or administration focused and the proportion of men applying for these roles is very small.

This Gender Pay Gap Report is based on data as of 30th June 2025.

Gender Balance



The figures set out below have been calculated using the standard methodologies used in the Equality Act 1998 (Gender Pay Gap Information) Regulations 2022.

Category	%
• The Mean Hourly Remuneration Gap	4%
• The Median Hourly Remuneration Gap	(8%)
• The Mean Bonus Remuneration Gap	(221%)
• The Median Bonus Remuneration Gap	(343%)
• Mean Hourly Remuneration Gap of Part time employees	(25%)
• Median Hourly Remuneration Gap of Part time employees	(22%)
• Mean hourly remuneration gap of temporary contract employees	NA*
• Median hourly remuneration gap of temporary contract employees	NA*
• % of male employees who were paid bonus remuneration v % of female employees	11%
• % of male employees who received BIK v % of female employees	0%

*Calculation not possible as no temporary contract males employed as at 30th June.

Pay Quartiles by Gender

Category	Males	Females
• Lower remuneration quartile pay band	6%	94%
• Lower middle remuneration quartile pay band	2%	98%
• Upper middle remuneration quartile pay band	4%	96%
• Upper remuneration quartile pay band	3%	97%

What is DCI doing to address its Gender Pay Gap?

The proportion of men applying for roles in nursing and administration areas of the business is relatively small. DCI is successful in attracting male applicants for roles in the Head Office support function.

Dental Care Ireland is fully committed to promote gender diversity in all areas of its workforce including the following:

- Recruitment for open roles is carried out in an open and inclusive manner with male applicants awarded the same consideration as female applicants.
- Getting the foundations to build a diverse workforce and inclusive culture. We have recently completed a full review of our staff handbook and code of conduct thus ensuring the policies are in place to support gender equality.
- Performance reviews and feedback are carried out in a sensitive, non-discriminatory manner. The company offers the same opportunities to all employees to perform well and develop high standards of performance in their roles.
- Promoting DCI and the dental sector in general as an attractive career prospect regardless of gender at various educational establishments and job fairs
- Managing the opportunities and challenges of hybrid working for office based employees which can positively impact gender representation.

Head Office

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