

Gender Pay Gap

An Garda Síochána

Date: 20th November 2025



An Garda Síochána
Ag Coinneáil Daoine Sábháilte - Keeping People Safe

What is the Gender Pay Gap?

The gender pay gap is the difference in the average gross hourly wage of women and men across a workforce. For An Garda Síochána, this includes basic pay, allowances and overtime.

The gender pay gap should not be confused with equal pay. Equal pay is required under the Employment Equality Acts, and exists to ensure women and men performing the same role receive equal pay. In An Garda Síochána our appointments are based on merit, and pay accordingly is determined by rank or grade.

In An Garda Síochána, the workforce is composed of Garda Members (Police Officers) and Garda Staff. Collectively, both groups are referred to as “Garda Personnel”.

An Garda Síochána’s Gender Pay Gap								
	Mean				Median			
Year	2022	2023	2024	2025	2022	2023	2024	2025
Garda Member Gender Pay Gap	4.81%	4.86%	4.57%	3.16%	3.94%	3.87%	3.43%	3.38%
Garda Staff Gender Pay Gap	2.67%	3.10%	1.31%	2.56%	-15.54%	-9.60%	-12.69%	-10.27%



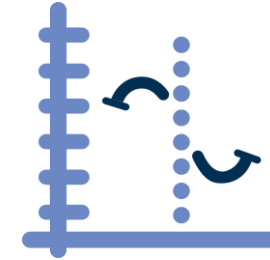
How is the Gender Pay Gap reported?

In this report we will share the difference in gender between Garda Members and Garda Staff separately as follows:



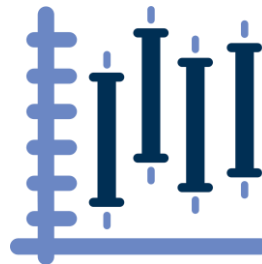
The Mean Gender Pay Gap

The difference between the mean (average) hourly wage for women and men working in An Garda Síochána expressed as a percentage of men's average hourly pay



The Median Gender Pay Gap

The difference between the median (mid-point) hourly pay of women compared to men, expressed as a percentage of men's average hourly pay



Pay Quartile Analysis

Pay quartiles are calculated by splitting all personnel into 4 even groups (quartiles), depending on their level of pay. This gives an indication of the gender representation at different pay levels across the Organisation.



Why are we reporting on Gender Pay Gap?

The Gender Pay Gap Information Act 2021 (and related Regulations) provides a statutory basis for reporting on the gender pay gap in Ireland. There is a requirement for organisations with greater than 250 employees to:



Report on the hourly gender pay gap across a range of metrics



Identify a snapshot date in June 2025 for reporting purposes



Publish a report on the gender pay gap in November 2025

Organisations are required to produce a report providing the following, expressed as a percentage of the male pay rates including:

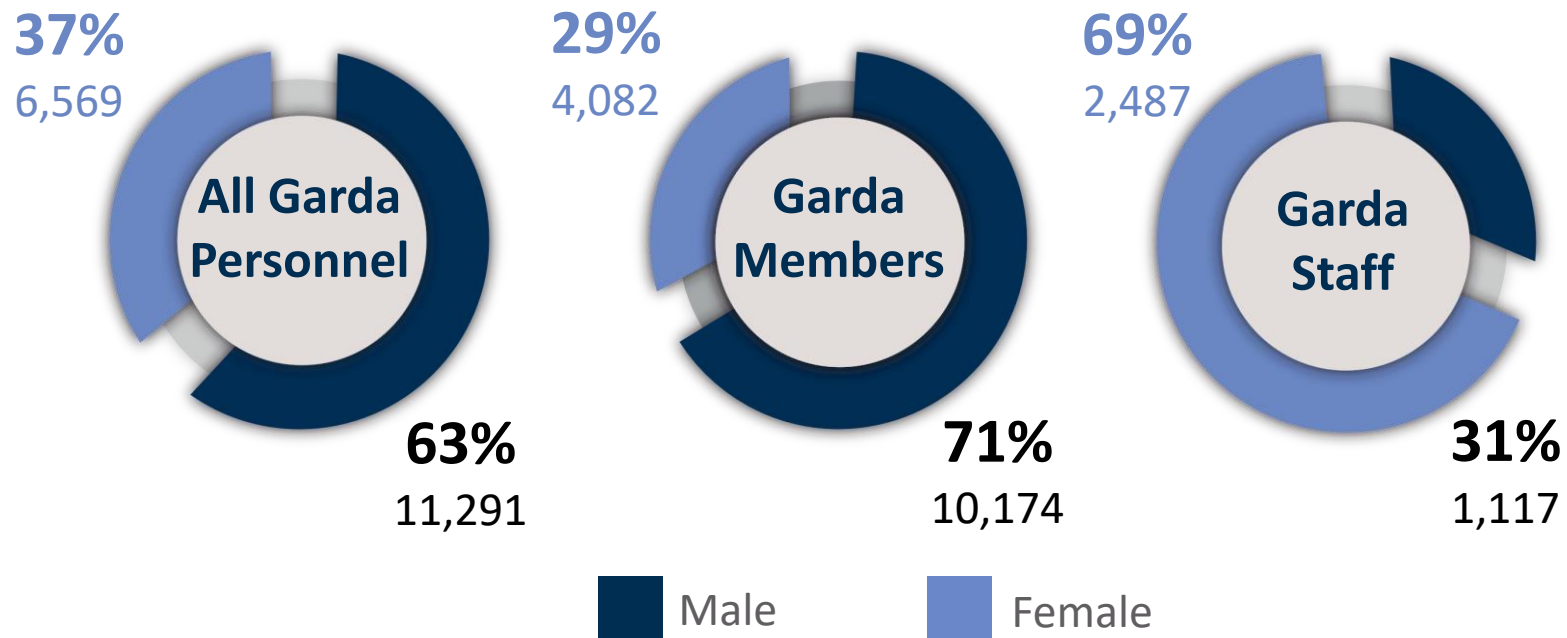
- Mean and median pay for full-time, part-time and temporary employees;
- Mean and median bonus pay and/ or benefit in kind (N/A in An Garda Síochána);
- The reason for the gender pay gap and measures proposed to reduce or eliminate; and
- Numbers of male and female employees in each quartile of pay rates



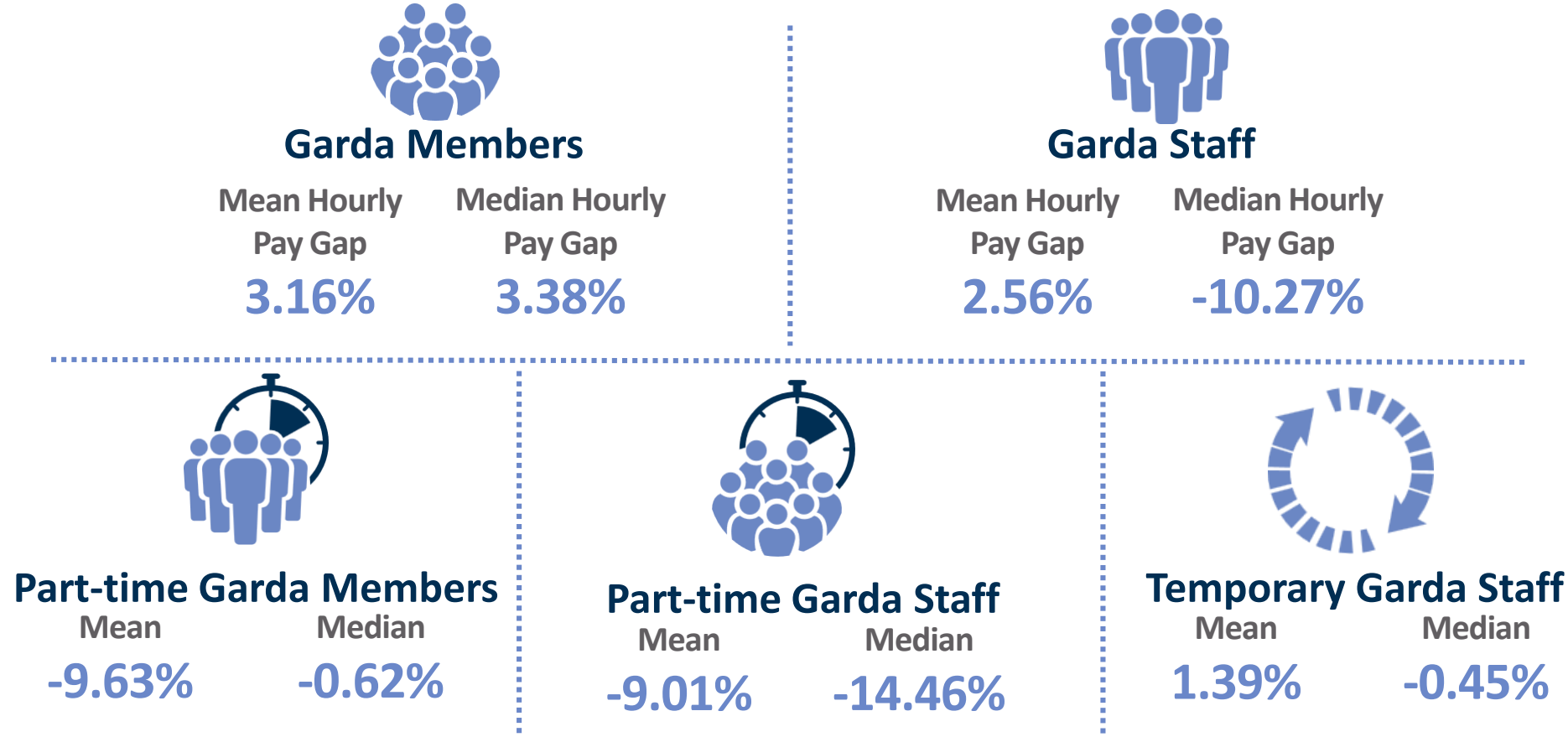
An Garda Síochána Workforce Composition

The snapshot date of 23rd June 2025 was chosen to assess the Gender Pay Gap in An Garda Síochána (AGS).

17,860 Garda Personnel were recorded in An Garda Síochána on 23rd June 2025.



Gender Pay Gap Snapshot June 2025



In 2025 in An Garda Síochána, the Gender Pay Gap exists because the hourly pay rates for males increase and females reduce across upper quartiles of members and staff, as demonstrated in the following slides.

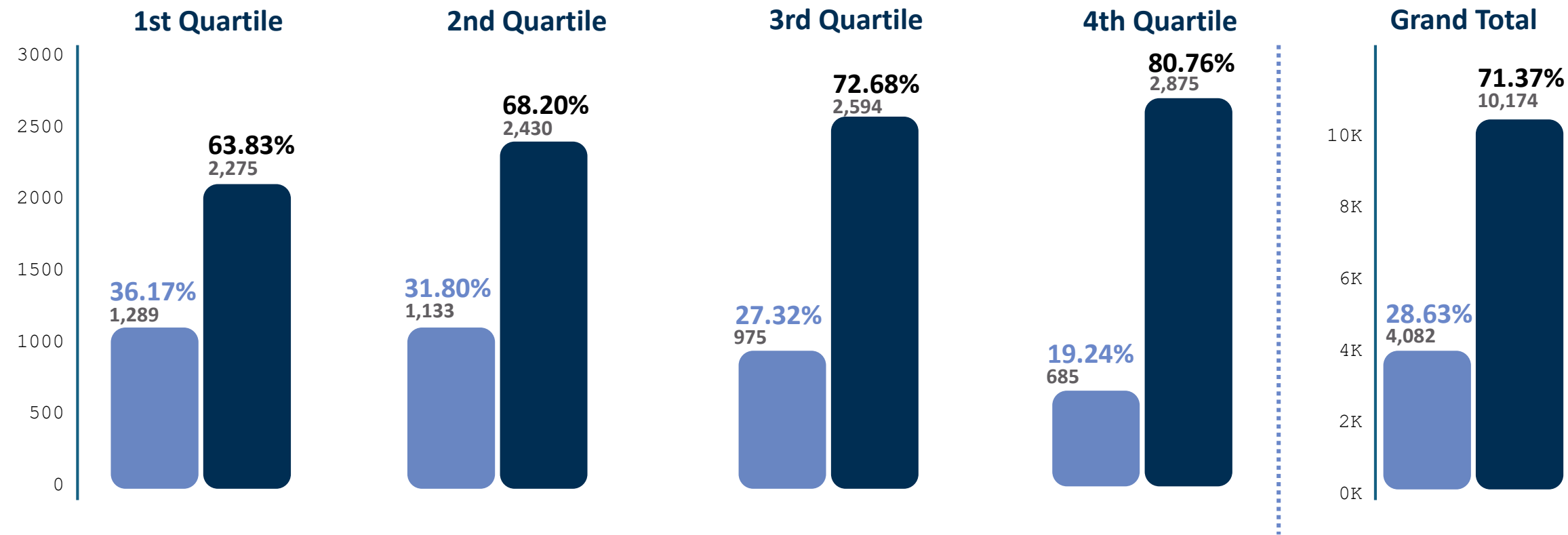


Gender Pay Gap by Quartile

Garda Members

Hourly Rate Quartile Comparison By Gender

Female Male

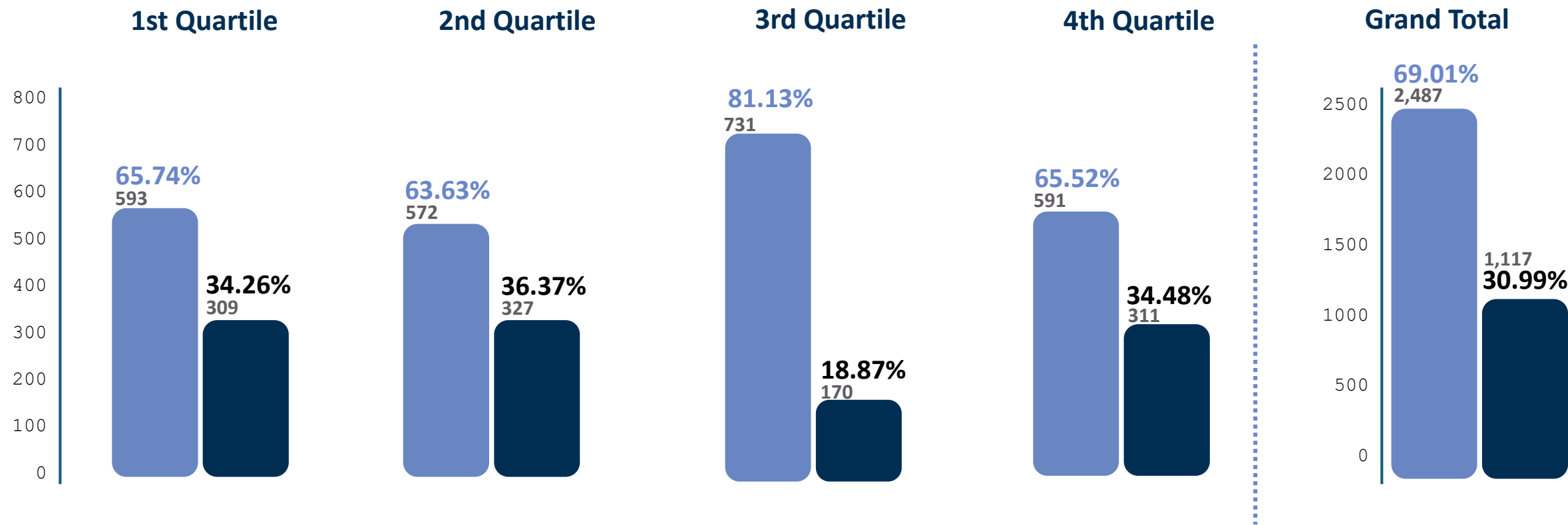


Gender Pay Gap by Quartile

Garda Staff

Hourly Rate Quartile Comparison By Gender

Female Male



An Garda Síochána Action Planning

Recruitment: An Garda Síochána encourages applications under-represented groups, including females. There were two Garda member recruitment competitions held in 2025; in February and September with a 32% female application rate. All Garda personnel are aligned to pay grades/ranks which provide for equal pay for equal work, irrespective of gender, in line with the Employment Equality Act of 1998-2015.

30% Club: As the 30% Club's 300th member, An Garda Síochána's objective is to enhance gender diversity across senior levels of the organisation. An Garda Síochána is proud to have a Senior Leadership Team made up of 66% females to 33% males.

Women's Network: An Garda Síochána has a vibrant Women's Network, who continue to host national events across the calendar year. They vary in themes based on identified needs and interests. With the support of the Women's Network a Gender Action Plan will be developed focused on addressing the representativeness and inclusion of women across all levels of the organisation.

Policy Development: An Garda Síochána launched the Blended Working Policy at the end of 2024, as we are committed to maintaining a workplace of choice through 2025 and beyond.

Learning & Development: An Garda Síochána will continue to offer a comprehensive range of learning development opportunities, including management and leadership development and mentoring.

