Gender Pay Gap Report

2026

Global Medics

Foreword

We welcome the opportunity to report on our gender pay gap figures each year, as it helps us assess the ongoing impact of our action plans and the effectiveness of our Gender Equality strategy by enabling us to monitor trends, identify patterns, and demonstrate progress.

- Global Medics has a mean gender pay gap of 27.88%
- Global Medics has a median gender pay gap of 29.30%

These figures are reflective of the specific context of our workforce. Due to the nature of our business, a large proportion of the people included on the date of the snapshot were temporary workers whose pay is fixed by our customers and the structural distribution of temporary worker roles influences the gender pay gap figures.

We have explored the key factors and influences on our data within our report and we are committed to continue working with our customers to improve the gender balance for our candidates.

Gender Pay Gap reporting is just one component of our work underway to achieve gender equality. We continue to develop our Gender Equality strategy as a key pillar of our wider Equality, Diversity and Inclusion initiatives, ranging from evolving Talent Acquisition strategies, better data and reporting; to continued adoption of working models such as blended working.

Gender inequality is an issue that cannot be tackled by businesses alone and will require society as a whole to address the wider social and economic causes of gender imbalance and we look forward to reporting our progress next year.

Claire Penketh, Managing Director

Specialist Staffing

I confirm the information and data reported is accurate as of the snapshot date 30 June 2026.



Anna Montgomery, HR Director, RSS Global

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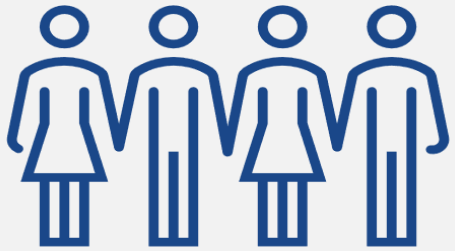
Understanding the gender pay gap

Gender pay vs equal pay
A gender pay gap shows the difference in average pay across all of the men and women in an organisation, industry or country as a whole. It can be driven by the differing number of men and women across all roles. It is not the same as an equal pay comparison which looks at how much men and women are paid for carrying out the same role.

How we calculated our numbers
Under the Gender Pay Gap regulations in the Republic of Ireland, companies with more than 50 employees need to report their gender pay gap.

As required, we have provided data on all our permanent and temporary employees. Given we are a staffing business, we have a very high number of temporary employees on our payrolls at any one time working in roles for our customers. This number fluctuates depending on requirements from our clients, and typically the rate of pay that our temporary workers receive is decided by our clients.

Pay quartiles explained
A pay quartile is calculated by listing the hourly pay rates for everyone in the business then dividing them into four equal sized groups. We then work out the percentage of men and women in each group.



What's reported?
We report the **mean** gender pay gap and **median** gender pay gap for all employees, part time employees and temporary employees.

We also report the median and mean differences in bonus pay for all employees over a twelve-month period, and the percentage of men and women who received a bonus. Additionally, we report on the percentage of men and women who received a benefit in kind.

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Understanding the gender pay gap

Median and mean gaps explained
The figure used most regularly is the **median** gender pay gap.
To help bring this to life, imagine all the women at Global Medics standing in one line, from lowest paid by hour to highest, and all the men doing the same in another line. The median gender pay gap is the percentage difference in hourly pay between the woman in the middle of the line and the man in the middle of the line. Hourly pay includes leave, shift premiums, overtime and allowances.



The **mean** gender pay gap is the percentage difference in the average pay of men and women. This is calculated by adding up all the hourly pay rates for all the women in a business and dividing it by the number of women, then doing the same for the men and comparing the difference. The mean can be affected by different numbers of men and women in different roles. Therefore, we also report the number of men and women in different hourly pay quartiles.

A positive percentage shows a gap in favour of men; a negative percentage shows a gap in favour of women.

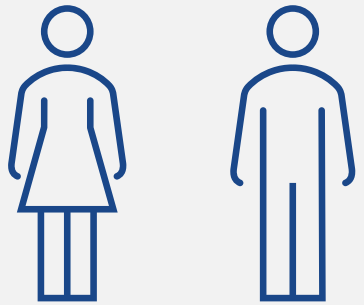
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Our figures

Bonus Gap

20.48%
Mean

43.25%
Median



Bonus received

66.67%
Male

86.67%
Female

Temporary Workers

20.90%
Mean

26.56%
Median

Part-time Employees

Global Medics do not have any male part-time employees, therefore the mean and median hourly remuneration gap of part-time employees is 0%.

Benefit in Kind

No employees received benefits in kind during the snapshot period.

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Pay quartiles

Proportion of Male and Female Employees in Each Pay Quartile
Our workforce has been divided into four equal pay quartiles, and the percentage of male and female employees in each quartile is as follows:

	Male	Female
Upper	68.57%	31.43%
Upper Middle	64.71%	35.29%
Lower Middle	61.76%	38.24%
Lower	32.35%	67.65%

Female

Male

Upper



Upper Middle



Lower Middle



Lower



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What we are doing as a business

We are committed to creating an inclusive and diverse business built on trust, and the following initiatives support our goals:

We support a Diversity and Inclusion Network
We actively promote, support and participate in MGG Health* own employee Diversity and Inclusion network, which educates, provides safe spaces for sharing and fosters an inclusive and diverse workplace by encouraging positive conversations that drive clear action.

We are building a culture of equity, diversity, inclusion and belonging
We continue to invest in our people and recognise that it is them who make the difference in building trust, relationships and better futures for our clients, candidates and colleagues. Our focus on leadership and culture is central to our strategy, and our ongoing investment in our people aims to free them up from conventional thinking so they see new possibilities, enabling them to realise their full potential and to thrive, and giving them the skillset and confidence to positively influence our temporary workforces opportunities with clients.

We address unconscious bias
We recognise the importance of addressing unconscious biases that may influence interactions within our workplace. All of our workforce have access to comprehensive training modules through our online learning platform. Our goal is to deepen self-awareness and mitigate unconscious biases, fostering more inclusive and equitable relationships with colleagues, clients, and candidates. We extend these training opportunities to our clients and supply chain where applicable, reinforcing our commitment to promote EDI within our sphere of influence.

We facilitate conversations around flexible working
Embracing flexible working arrangements is integral to our commitment to supporting the diverse needs of our workforce. Utilising Coaching Culture, an innovative online coaching and development platform, our managers develop the necessary skills to facilitate transparent and constructive conversations with their teams regarding flexible work arrangements. By prioritising holistic conversations that consider individual needs, we are creating a more engaged and productive workforce where every employee can thrive and be their best selves.

**Global Medics is part of MGG Health which has operations across the United Kingdom, Ireland, Australia and New Zealand.*

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