

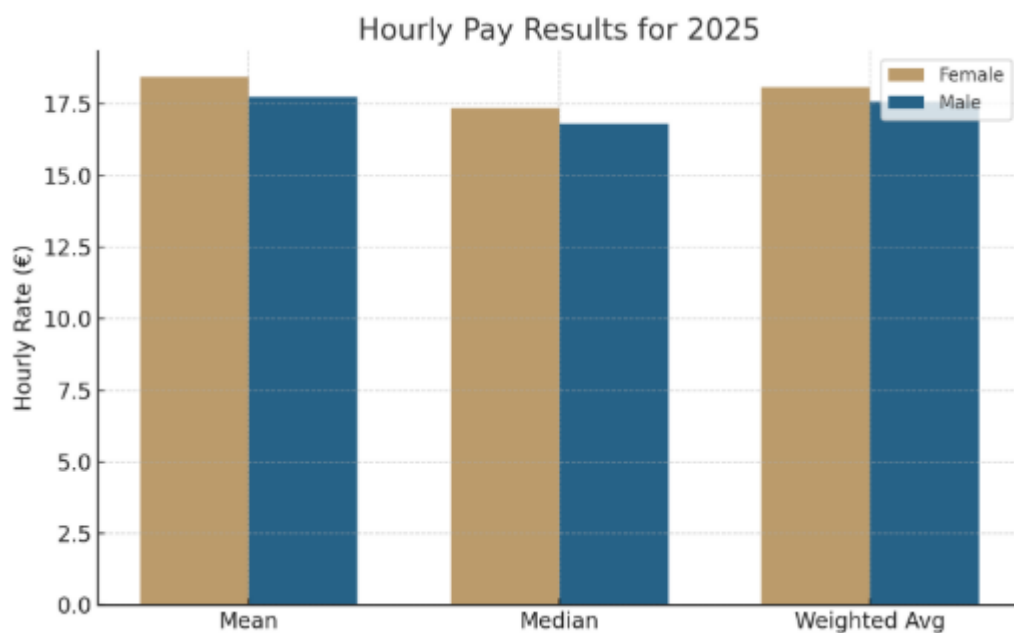
3Q Recruitment – Gender Pay Gap Report 2025

Data extracted from payroll dataset 10th June 2025
Prepared in accordance with the Gender Pay Gap Information Act 2021

Hourly Pay Results for 2025

Mean, Median and Average Hourly Rates

	Gender Mean Hourly Rate (€)	Median Hourly Rate (€)	Weighted Average (€)
Female	18.45	17.34	18.09
Male	17.73	16.80	17.57



Key Findings:

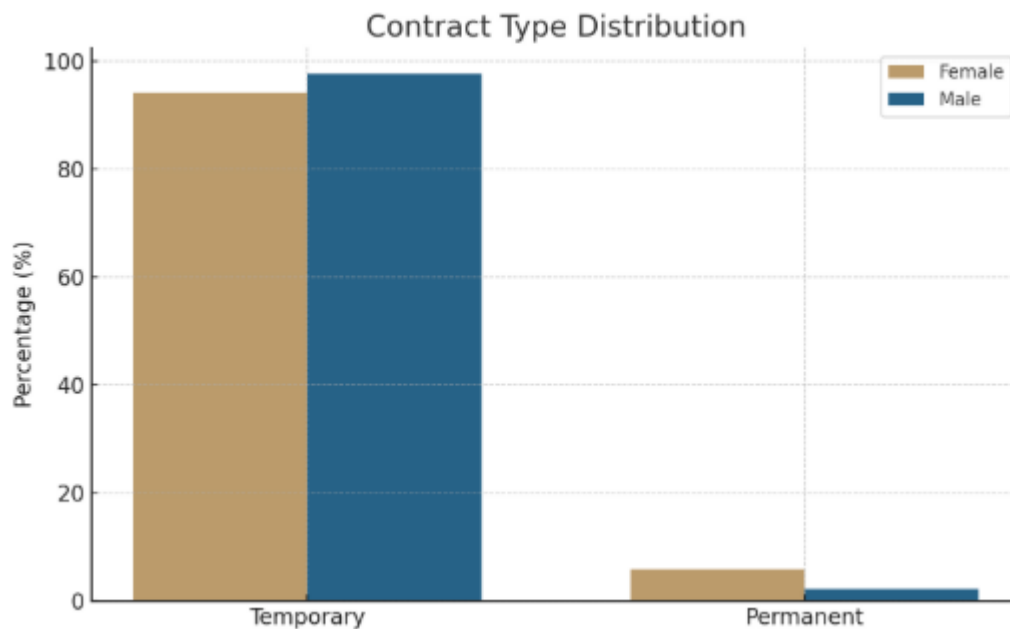
Women earn slightly higher mean, median and weighted average hourly pay. These differences are small and are driven entirely by role mix within HSE/client rate structures, not by employer-led pay setting. Pay rates are fixed per role, and both genders are paid strictly in line with the published scales.

Contract Type Distribution

Percentage of Contracts:

Contract Type Female (%) Male (%)

Temporary	94.17%	97.74%
Permanent	5.83%	2.26%



Key Findings:

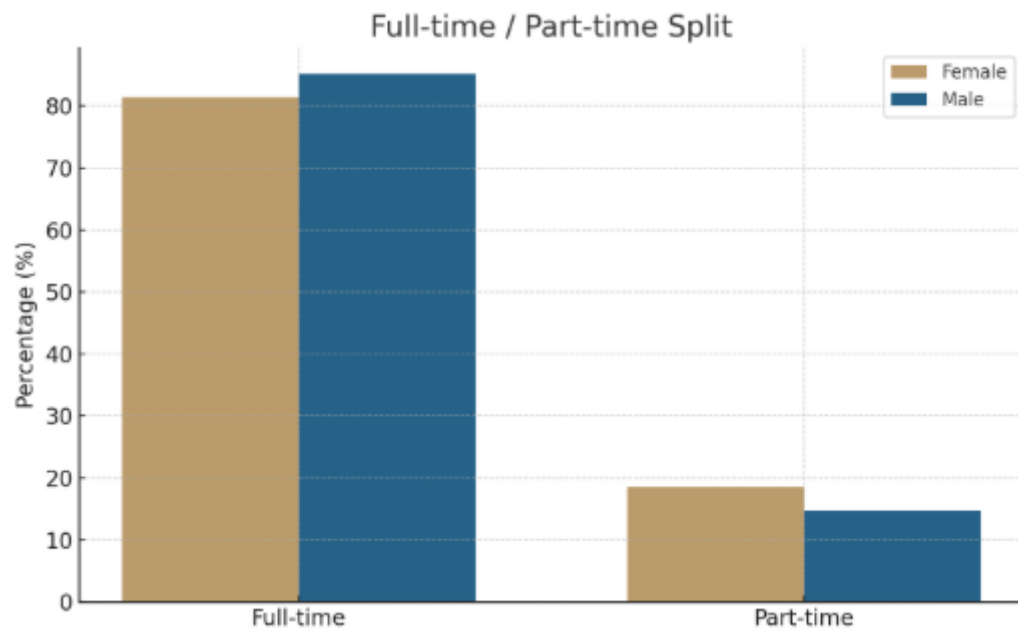
Both genders are overwhelmingly temporary, reflecting the nature of agency recruitment in healthcare. Small differences reflect normal workforce movement rather than any imbalance.

Full-time / Part-time Split

Job Type Female (%) Male (%)

Full-time 81.42% 85.23%

Part-time 18.58% 14.77%

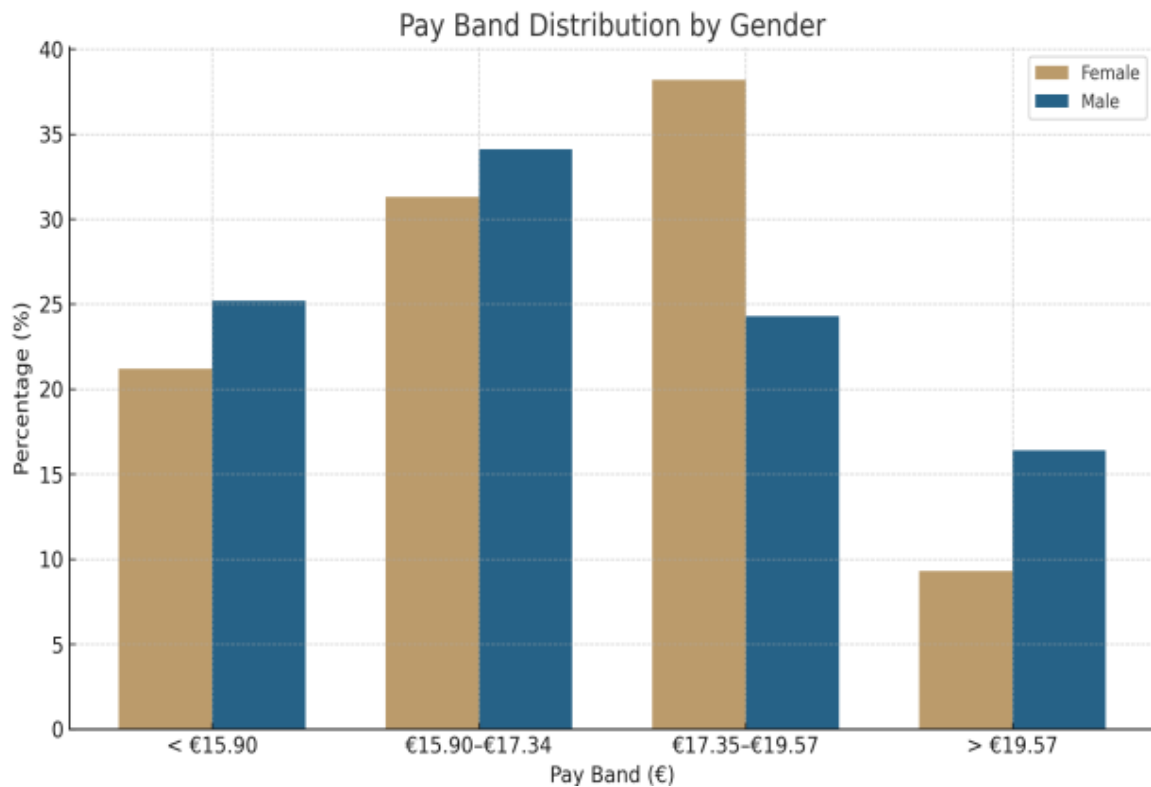


Key Findings:

More women work part-time, while more men work full-time. These patterns reflect individual preference and client scheduling rather than any employer policy.

Pay Band Distribution

Pay Band (€)	Female (%)	Male (%)
< €15.90	21.2%	25.2%
€15.90–€17.34	31.3%	34.1%
€17.35–€19.57	38.2%	24.3%
> €19.57	9.3%	16.4%



Key Findings:

Women are more represented in the mid-upper pay band (€17.35–€19.57), while men are more present in both the lowest and highest bands. These patterns emerge from role allocation within client/HSE setups, not discretionary pay practices within 3Q.



Bonus & Benefit-in-Kind Eligibility (Based on office-based roles only)

- BIK eligibility applies only to internal office roles.
- Bonus eligibility also applies to office roles with responsibility for performance, business development or team leadership.
- No BIK or bonus relates to temporary agency workers.

Office staff eligibility remains role-based and gender-neutral. Final 2025 office team allocations can be inserted here as required.

Narrative Explanation

Reasons for the Gender Pay Gap Results

1. HSE and client pay scales determine 95% of 3Q's payroll.
These scales are fixed, published and applied identically to all workers in the same role across genders.
2. Small variations are driven by job mix, not pay-setting decisions.
Workers move across different HSE roles and departments with different fixed rates. The gender distribution across those assignments naturally shifts during the year.
3. Our internal office team has a flat structure and transparent salary framework.
Pay is determined by role, responsibilities and defined performance criteria.

Additional Transparency

3Q Recruitment also operates occasional recognition awards for temporary employees, such as Temp of the Month and review-based vouchers. These awards are discretionary, non-contractual and offered as appreciation gestures. They do not form part of the pay or bonus structure and therefore fall outside the scope of the Gender Pay Gap calculations.

Measures in Place to Promote Pay Equality

We continue to:

- Maintain clear, role-based pay structures across the business.
- Apply equal pay for equal work across all genders, contract types and locations.
- Ensure temporary workers are paid strictly in line with published HSE/client rates.
- Provide equal access to training, support and progression.
- Conduct annual pay reviews for fairness and transparency.
- Uphold DEI commitments aligned with the Employment Equality Acts, Temporary Agency Workers Directive, GDPR and Irish employment law.



Summary of Findings

- Hourly pay between genders remains closely aligned, with small differences explained by external pay scales and role allocation.
- Contract types and working patterns remain consistent with the nature of agency healthcare staffing.
- Pay band distribution is balanced, influenced by the specific roles individuals worked during the year.
- 3Q Recruitment continues to operate a gender-neutral, transparent pay model that supports fairness, inclusion and integrity.

3Q Recruitment remains committed to maintaining a workplace where all individuals are valued, supported and paid fairly for the work they do.

Published by: Suzanne Finn, General Manager & Mawia O Reilly, Head of Operational Recruitment, Compliance and Onboarding