



Mach Recruitment

Gender Pay Gap Reporting

2017

Report Prepared By: Phill Ruddy, FIIRSM, IRCA
Director of Compliance & HR Policy



Contents

Executive Summary.....	3
Gender Pay Reporting Data	3
The Mean Gender Pay Gap	4
Temporary Workers	4
Permanent Staff	4
Combined Staff	4
The Median Gender Pay Gap	5
Temporary Workers	5
Permanent Staff	5
Combined Staff	5
Bonus Payments.....	6
Permanent Staff Mean Bonus.....	6
Permanent Staff Median Bonus.....	6
Proportion of Male and Female employees receiving bonus.....	6
Quartile Bands	7
Lower Quartile	7
Lower Middle Quartile	7
Upper Middle Quartile.....	8
Upper Quartile	8



Executive Summary

Mach Recruitment have two very distinct types of workers. Permanent Staff and Temporary Workers. Although the hourly pay rates of the temporary workers are dictated by our Clients, we can influence them to some degree. The results for Temporary Workers are very positive showing no difference in median pay for male and female Temporary Workers. There is a 2.62% difference between male and female Temporary workers in the Mean Average, this is explained by the fact that more male workers avail themselves of overtime than our female workforce. The fact remains that for our temporary workforce, there is no difference in hourly pay between men and women.

For Permanent Staff there is a difference of 8.32% between male and female mean hourly earnings and 11.6% of median earnings. which reflects the number of male employees engaged in Management roles.

Bonus Payments

These are achieved for merit only in a delivery and compliance environment. The Median percentage is 0.00% as the baseline for the bonus is the same for both male and female employees. The results show a 40.41% difference in male and female bonus payments between male and female employees. 50 of male and 48% of Female employees who were entitled to bonus received bonus payments.

Quartiles

All quartiles within our business are dominated by female employees with more females (76.92%) than males (26.07%) in the upper quartile. This demonstrates not only our commitment to equal pay for equal work but also that our industry is in fact a female dominant industry with regards to skills and workforce.

Gender Pay Reporting Data

Temporary Workforce:				
	Total Hourly Pay / Bonus	Number of Workers	Mean Average	Median Average
Female	£6729.77	863	£7.80	£7.50
Male	£15121.18	1888	£8.01	£7.50
Permanent Workforce:				
	Total Hourly Pay	Number of Workers	Mean Average	Median Average
Female	£373.70	39	9.58	£7.92
Male	£125.49	12	10.45	£8.96
Total Combined				
Female	£7103.47	902	£7.87	7.50
Male	£15246.67	1900	£8.02	7.50
Bonus Payments				
Female	£1186.43	15	£79.09	£78.63
Male	£791.84	6	£131.97	£78.63



The Mean Gender Pay Gap

The mean average involved adding up all of the numbers and dividing the result by how many numbers were in the list. For Mach Recruitment, it can be expressed as follows:

Temporary Workers

The calculation is:	The result is:
$\frac{(A - B)}{A} \times 100$	$\frac{£8.01 - £7.80}{£8.01} \times 100 = 2.62\%$

A = the mean hourly rate of all male full-pay relevant employees, B = the mean hourly rate of all female full-pay relevant employees

Permanent Staff

The calculation is:	The result is:
$\frac{(A - B)}{A} \times 100$	$\frac{£10.45 - £9.58}{£10.45} \times 100 = 8.32\%$

A = the mean hourly rate of all male full-pay relevant employees, B = the mean hourly rate of all female full-pay relevant employees

Combined Staff

The calculation is:	The result is:
$\frac{(A - B)}{A} \times 100$	$\frac{£8.02 - £7.87}{£8.02} \times 100 = 1.87\%$

A = the mean hourly rate of all male full-pay relevant employees, B = the mean hourly rate of all female full-pay relevant employees



The Median Gender Pay Gap

The median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median average will be the mean of the two central numbers.

Temporary Workers

The calculation is:	The result is:
$\frac{(A - B)}{A} \times 100$	$\frac{£7.50 - £7.50}{£7.50} \times 100 = 0.00\%$

A = the median hourly rate of all male full-pay relevant employees, B = the mean hourly rate of all female full-pay relevant employees.

Permanent Staff

The calculation is:	The result is:
$\frac{(A - B)}{A} \times 100$	$\frac{£8.96 - £7.92}{£8.96} \times 100 = 11.60\%$

A = the median hourly rate of all male full-pay relevant employees, B = the mean hourly rate of all female full-pay relevant employees.

Combined Staff

The calculation is:	The result is:
$\frac{(A - B)}{A} \times 100$	$\frac{£7.50 - £7.50}{£7.50} \times 100 = 0.00\%$

A = the median hourly rate of all male full-pay relevant employees, B = the mean hourly rate of all female full-pay relevant employees.



Bonus Payments

This calculation requires the employer to show the difference between the mean bonus pay that male and female employees receive.

Permanent Staff Mean Bonus

The calculation is:	The result is:
$\frac{(A - B)}{A} \times 100$	$\frac{£131.97 - £78.63}{£131.97} \times 100 = 40.41\%$

A = the median bonus pay of all male full-pay relevant employees, B = the mean hourly rate of all female full-pay relevant employees.

Permanent Staff Median Bonus

The calculation is:	The result is:
$\frac{(A - B)}{A} \times 100$	$\frac{£78.63 - £78.63}{£78.63} \times 100 = 0.00\%$

A = the median bonus pay of all male full-pay relevant employees, B = the mean hourly rate of all female full-pay relevant employees.

Proportion of Male and Female employees receiving bonus

This calculation required the employer to show the proportion of male and female full-pay relevant employees who were paid any amount of bonus pay

Male

The first part of the calculation is:	The result is:
$\frac{A}{B} \times 100$	$\frac{6}{12} \times 100 = 50\%$

A = the number of male relevant employees paid bonus, B = the number of male relevant employees.

Female

The first part of the calculation is:	The result is:
$\frac{A}{B} \times 100$	$\frac{15}{31} \times 100 = 48\%$

A = the number of Female relevant employees paid bonus, B = the number of female relevant employees.



Quartile Bands

This calculation requires the employer to show the proportions of male and female full-pay relevant employees in four quartile bands. This is done by dividing the workforce into four equal parts

Lower Quartile

F	7.50	Male	
F	7.50	The first part of the calculation is:	The result is:
F	7.50	$\frac{A}{C} \times 100$	$\frac{1}{13} \times 100 = 7.69\%$
F	7.50		
F	7.50		
F	7.50		
F	7.50		
M	7.50	Female	
F	7.50	$\frac{B}{C} \times 100$	$\frac{12}{13} \times 100 = 92.3\%$
F	7.50		
F	7.50		
F	7.50		
F	7.50		
F	7.50		

Lower Middle Quartile

		Male	
F	7.50	The first part of the calculation is:	The result is:
F	7.50	$\frac{A}{C} \times 100$	$\frac{2}{12} \times 100 = 16.66\%$
F	7.50		
F	7.50		
F	7.50		
F	7.50		
F	7.92	Female	
F	7.92	$\frac{B}{C} \times 100$	$\frac{10}{12} \times 100 = 83.33\%$
F	8.33		
M	8.33		
M	8.33		
F	8.33		
F	8.44		
F	8.44		

A = the number of male full-pay relevant employees in the quartile, B = the number of female full-pay relevant employees in the quartile.

C = Total number of employees in the quartile



Upper Middle Quartile

		Male	
M	8.62	The first part of the calculation is:	The result is:
F	8.65	$\frac{A}{C} \times 100$	$\frac{5}{12} \times 100 = 41.66\%$
F	8.75		
M	8.75		
F	8.94		
M	8.96		
		Female	
F	9.20	$\frac{B}{C} \times 100$	$\frac{7}{12} \times 100 = 58.33\%$
M	9.58		
M	10.42		
F	10.42		
F	10.42		
F	10.42		
F	10.42		

A = the number of male full-pay relevant employees in the quartile, B = the number of female full-pay relevant employees in the quartile.

C = Total number of employees in the quartile

Upper Quartile

		Male	
F	10.83	The first part of the calculation is:	The result is:
F	11.25	$\frac{A}{C} \times 100$	$\frac{3}{13} \times 100 = 23.07\%$
F	11.67		
F	12.50		
M	12.50		
F	13.33		
F	14.58		
		Female	
F	14.58	$\frac{B}{C} \times 100$	$\frac{10}{13} \times 100 = 76.92\%$
F	14.92		
M	15.42		
F	16.67		
M	16.67		
F	18.75		
F	18.75		

A = the number of male full-pay relevant employees in the quartile, B = the number of female full-pay relevant employees in the quartile.

C = Total number of employees in the quartile