



# Mach Recruitment

## Gender Pay Gap Reporting

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



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## 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. Bonus payments are only paid to full time employees so the results are largely meaningless as we have to include temporary workers in the calculation.

### Quartiles

The percentage of Males to Females in the quartiles remains constant in each quartile. This is due to the large number of temporary workers we engage that need to be included in the figures

## 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	902	£0.01	£0.00
Male	£791.84	1900	£0.41	£0.00



## 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.

### Mean Bonus

The calculation is:	The result is:
$\frac{(A - B)}{A} \times 100$	$\frac{£0.41 - £0.008}{£0.41} \times 100 = 98.04\%$

A = the mean 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:
$\frac{(A - B)}{A} \times 100$	$\frac{£0.00 - £0.00}{£0.00} \times 100 = 0.00\%$

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:
$\frac{A}{B} \times 100$	$\frac{6}{1900} \times 100 = 0.31\%$

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:
$\frac{A}{B} \times 100$	$\frac{15}{902} \times 100 = 1.66\%$

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

Male	
The first part of the calculation is:	The result is:
$\frac{A}{C} \times 100$	$\frac{484}{712} \times 100 = 68.00\%$
Female	
$\frac{B}{C} \times 100$	$\frac{228}{712} \times 100 = 32.00\%$

### Lower Middle Quartile

Male	
The first part of the calculation is:	The result is:
$\frac{A}{C} \times 100$	$\frac{484}{712} \times 100 = 68\%$
Female	
$\frac{B}{C} \times 100$	$\frac{225}{712} \times 100 = 32\%$

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	
The first part of the calculation is:	The result is:
$\frac{A}{C} \times 100$	$\frac{488}{711} \times 100 = 69\%$
Female	
$\frac{B}{C} \times 100$	$\frac{223}{711} \times 100 = 31\%$

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	
The first part of the calculation is:	The result is:
$\frac{A}{C} \times 100$	$\frac{485}{710} \times 100 = 68\%$
Female	
$\frac{B}{C} \times 100$	$\frac{225}{710} \times 100 = 32\%$

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