

Prime Appointments Limited

Gender Pay Gap Data

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and the Government website to comply with the legislation.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting Robyn Holmes on 01376 502999

The data in the below table represents combined mean and median average hourly rates of pay for men and women for Prime Appointments Ltd which includes our head office staff and our temporary workforce.

Pay rates for our temporary workforce are outside of our control and therefore, Prime Appointments are restricted to influencing levels of pay outside of our directly employed staff.



Prime Appointments

Family-owned & Family-run
Since 1992

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6 Specialist Divisions:

-  Accountancy & Finance
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Reporting year 2021/22

Gender Pay Gap Data

Hourly Pay Gap

Women earn £1.05 for every £1 that men earn, when comparing median hourly pay. Their median hourly pay is 5% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 1.4% lower than men's.



Women
5p more



Men

Bonus Pay Gap

Women earn 31p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 68.7% lower than men's.

When comparing mean (average) bonus pay, women's mean hourly pay is 74.7% lower than men's.



Men



Women
69p less

Who received bonus pay



2.5% Women



2% Men

Pay Quartile %

Men occupy 76.2% of the highest paid jobs and 74.4% of the lowest paid jobs.

Upper hourly pay quartile (Highest paid)



76.2%



23.8%

Upper middle quartile



66.5%



33.5%

Lower middle quartile



80%



20%

Lower quartile (Lowest paid)



74.4%



25.6%