



PRIME
APPOINTMENTS

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Prime Appointments

Gender Pay Gap Data | April 2018



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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 Lorraine Anastasiades 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 LIMITED'S Gender Pay Gap Data Published 05.04.18

Women's hourly rate is 0.2% lower (mean) and 7.6% lower (median).

Top salary quartile has 56% men and 44% women

Upper middle salary quartile has 64% men and 36% women

Lower middle salary quartile has 91% men and 9% women

Lower salary quartile has 23.2% men and 76.8% women

Women's bonus pay is 85.7% higher (mean) and 0.5% lower (median)

2.3% of men and 4% of women received bonus pay