



MasterStaff

TEMPORARY & PERMANENT RECRUITMENT SOLUTIONS

Snapshot Date: 31.03.2017

Difference in Mean and Median Hourly Rate of Pay

	Difference in the Mean Hourly Pay	Difference in the Median Hourly Pay
Pay Gap % difference in Male to Female	9.78%	3.36%

Difference in Mean and Median Bonus Pay

	Difference in the Mean Bonus Pay	Difference in the Median Bonus Pay
Pay Gap % difference in Male to Female	N/A	N/A

Proportion of Male and Female employees who were paid Bonus Pay

	Proportion Receiving a Bonus
Male Employees (% paid a bonus compared to all Male employees)	N/A
Female Employees (% paid a bonus compared to all Female employees)	N/A

Proportion of Male and Female employees according to Quartile Pay Bands

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male (% males to all employees in each quartile)	43.2%	48.21%	68.32%	50.86%
Female (% females to all employees in each quartile)	57%	52%	32%	49%

Supporting Statement

I confirm that the information published here is accurate.

Signature: *Jon Howard*

Date: *03 APRIL 2018*

Position: *Operational Director*

Optional Support Narrative

GENDER PAY STATEMENT 2018

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Any employer that has 250 or more employees must publish and report specific figures regarding their gender pay gap.

We are required to publish the results on our website and the government gender pay website. We will do this within one calendar year from April 5th 2017.

Gender pay gap is the difference between the average earnings of men and women.

We use the analysis of our results to examine and determine the following:

- The levels of gender pay equality in our workforce
- The balance of male and female employees at different levels
- To enable us to eradicate any gender pay gap within our organisation.

Fair remuneration and reward for all genders in our workforce is of the highest importance to our company. Masterstaff Ltd is an equal opportunities employer and we are committed to reducing any gender pay gaps identified.

Our companies results show that overall our gender pay gap is minimal. All pay gaps determined are a result from the diverse roles and specific work placements we supply to our clients. All new internal employees are recruited under the same structure and their earning ability depends entirely on their success and career progression. All our employees both permanent and temporary are encouraged to grow and earn according to their full potential. We will continue to ensure that all employees working in the same capacity will earn the same financial rewards.

We constantly work to improve our gender pay gap and our company results will be published again in April 2019 as a requirement of the governments initiative into equal pay.

This statement confirms that the published information is fully accurate as at the time of publishing and is signed by Jon Howard, Operations Director, Masterstaff Ltd.