

Plasmor Group Gender Pay Gap Statistics 2018

MEAN HOURLY RATE	
Male Staff	£14.73
Female Staff	£11.79
Gap	£2.95 20%

MEDIAN HOURLY RATE	
Male Staff	£12.90
Female Staff	£10.52
Gap	£2.38 18.4%

BONUS ENTITLEMENT

80% of eligible male staff receive bonus. Eligibility is dependent on length of service, attendance and disciplinary record.

92% of eligible female staff receive bonus. Eligibility is dependent on length of service, attendance and disciplinary record.

MEAN BONUS RATE	
Male Staff	£4,189
Female Staff	£2,931
Gap	£1,258 30%

MEDIAN BONUS RATE	
Male Staff	£3,337
Female Staff	£2,353
Gap	£985 29.5%

QUARTILE ANALYSIS		
1st QUARTILE	Male Staff	96%
	Female Staff	4%
2nd QUARTILE	Male Staff	94%
	Female Staff	6%
3rd QUARTILE	Male Staff	97%
	Female Staff	3%
4th QUARTILE	Male Staff	75%
	Female Staff	25%

For the large part the gender pay gap at Plasmor Ltd reflects the different type of work undertaken by men and women. The vast majority of men are employed in factory / engineering roles which involve shift work. The hourly rates for such work include an allowance for shifts.

All female staff are employed in office based roles.

All staff, who satisfy the criteria (length of service, good attendance, good discipline) are eligible for bonus (profit related pay). The level of bonus is a percentage of earnings. In addition to an allowance for shift pay (which increases earnings) factory / engineering based staff work longer hours than office based staff. The absolute level of bonus is therefore higher.

Plasmor Ltd is an equal opportunities employer and all roles are advertised on that basis.