

Orion Electrotech Ltd



Gender pay gap report

Orion Electrotech Ltd is a successful and award-winning recruitment consultancy with over 20 years' experience. Focusing on the Engineering, Manufacturing, Utilities and Construction markets, we deliver contract and permanent recruitment services to both large blue chip and SME clients across the UK.

As an organisation payrolling over 250 employees and agency workers, Orion Electrotech Ltd are now required by law to publish our gender pay gap report. This is to provide a clear snapshot of the percentage difference between the average hourly earnings for our female and male workers.

Our report is taken using a snapshot date of 5th April 2021 and includes both our internal employees as well as our agency workers who sit on our payroll. Our report has been generated using 294 full-pay relevant employees (67.35% being male), 234 are agency workers and 60 internal staff.

Internal & Agency Staff GPGR

Pay Quartiles

| |  |  |
|--|---|---|
| Upper Hourly Pay Quarter | 31% | 69% |
| Upper Middle Hourly Pay Quarter | 32% | 68% |
| Lower Middle Hourly Pay Quarter | 29% | 71% |
| Lower Hourly Pay Quarter | 37% | 63% |
| Percentage of staff who received bonus pay | 23% | 11% |

Mean gender pay gap 6.2%

Median gender pay gap -2.0%

Mean gender pay gap using bonus pay 24%

Median gender pay gap using bonus pay 48%

- Pay Quartiles – the proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands
- Mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Bonus Pay proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- Mean bonus gap – the difference between the mean bonus pay paid to male employees and that paid to female relevant employees
- Median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

What does the report tell us?

Being an employment business, our agency workers' pay is heavily controlled by our clients, we have little control over this although we do we try to introduce both male and female candidates for all roles where we can. The industries we are involved in are male dominated, and include Construction, Gas, Engineering, Manufacturing and Rail. Agency staff included in this report were 71.25% male and 28.75% female, whereas 55% of our internal employees are female.

Our agency staff rarely receive bonus pay, this is dictated by our end client, but a large proportion of internal staff are commission based. Therefore, with 80% of the employees included in this report being agency staff, 71.25% of which being male, this needs to be taken into consideration when reviewing these results.

Conclusion

At Orion we are committed to equality and want to develop a better understanding of our GPG so we can implement appropriate actions to promote equality and diversity as an employer.

We will continue to introduce both male and females to our clients where we can, and will undertake an internal review to analyse the results for internal staff only.

Declaration

I confirm this report has been generated within the guidelines outlined in the legislation of the gender pay reporting.

Claire Morton – Operations Director – Orion Electrotech Ltd