

Orion Electrotech Ltd



Gender Pay Gap Report – 5th April 2023

Gender pay gap report

Orion Electrotech Ltd is a successful multi award-winning recruitment consultancy with over 27 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.

Orion Electrotech Ltd employed 285 members of staff on the snapshot date and are therefore required by law to publish a gender pay gap report.

The report on the next page is taken using a snapshot date of 5th April 2023 and includes both our internal employees as well as our agency workers who sit on our payroll. Our report has been generated using 285 full-pay relevant employees, 216 are agency workers (161 male/55 female) and 69 internal staff (28 male/41 female).

There are three key factors influencing our GPGR results-

- As an employment business, our agency workers' pay is heavily controlled by our clients.
- Bonus structures are very different between the two types of workers we are reporting on (agency & internal staff).
- Our agency workers are majority male (75%) whereas the ratio of internal staff is more balanced (40% male). This has a big influence when GPGR results are combined.



Therefore, to understand our GPGR better and create a clearer picture, we have taken the extra steps to also analyse our internal staff only.

Understanding the GDGR

- 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

Internal & Agency Staff GPGR

Pay Quartiles

		
Upper Hourly Pay Quarter	24%	76%
Upper Middle Hourly Pay Quarter	42%	58%
Lower Middle Hourly Pay Quarter	27%	73%
Lower Hourly Pay Quarter	41%	59%
Percentage of staff who received bonus pay	34%	23%

Mean gender pay gap	8.5%
Median gender pay gap	-1.9%
Mean gender pay gap using bonus pay	22.0%
Median gender pay gap using bonus pay	-131.0%

Data Analysis

Quartiles are male dominated due to the industries we trade in.

The Mean Gender Pay Gap 8.5% (vs -1.0% 2022)

The Median Gender Pay Gap -1.9% (vs 0% 2022)

The Mean Gender Bonus Pay Gap 22% (vs 35% 2022)



The Median Gender Bonus Pay Gap -131.0% (vs 34% 2022)

The Mean and Median Gender Pay gap using bonus pay is heavily influenced by internal staff (81% internal staff vs 19% agency workers).

There was a big shift in the Median Gender Pay Gap Using Bonus Pay this year compared to April 2022. Taking a further look into the data behind these percentages, the female median had remained at a similar amount to last year, but the male median decreased. This is due to more male employees being paid but their average bonuses are lower than April 2022. This is also reflected in the improvement of the Mean Gender Pay Gap Using Bonus Pay. The female average bonus was similar to last year, but the male average bonus had reduced because of the increase in smaller male bonuses/incentive vouchers.

Internal Staff GPGR

Pay Quartiles

		
Upper Hourly Pay Quarter	42%	58%
Upper Middle Hourly Pay Quarter	41%	59%
Lower Middle Hourly Pay Quarter	81%	19%
Lower Hourly Pay Quarter	76%	24%
Percentage of staff who received bonus pay	61%	89%

Mean gender pay gap 40.4%

Median gender pay gap 36.6%

Mean gender pay gap using bonus pay 48.5%

Median gender pay gap using bonus pay 51.6%

Data Analysis

We saw a 2% reduction in female representation in the Upper Pay Quartile compared to April 2022. 15% increase in female representation in the Lower Quartile and a 2% increase in the Lower Middle Pay Quartile.

The Mean Gender Pay Gap 40.4% (vs 31.4% 2022)

The Median Gender Pay Gap 36.6% (vs 34% 2022)

The Mean Gender Bonus Pay Gap 48.5% (vs 42.8% 2022)

The Median Gender Bonus Pay Gap 51.6% (vs 64.6% 2022)

There is a higher percentage of senior male employees this year due to promotions and a company restructure, which has increased our Mean Gender Pay Gap.

There is a higher percentage of male employees who receive bonuses because all male internal staff are in a sales role and earn commission .

If we exclude any bonus payments to calculate the GPG, the Mean would reduce to 18.3% and the Median 22.3%. Over ¾ of our internal staff are Sales Consultants and are paid commission. This commission in the majority of cases is paid in proportion to the revenue they generate.

Conclusion

Orion 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.

For our agency staff we will continue to introduce both male and females' candidates to our clients, this is always dependant on individuals applying.

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