

Orion Electrotech Ltd



Gender Pay Gap Report – 5th April 2022

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 282 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 2022 and includes both our internal employees as well as our agency workers who sit on our payroll. Our report has been generated using 282 full-pay relevant employees, 217 are agency workers (174 male/43 female) and 65 internal staff (29 male/36 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 (80%) whereas the ratio of internal staff is more balanced (45% 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	22%	78%
Upper Middle Hourly Pay Quarter	27%	73%
Lower Middle Hourly Pay Quarter	30%	70%
Lower Hourly Pay Quarter	33%	67%
Percentage of staff who received bonus pay	42%	17%

Mean gender pay gap -1.0%

Median gender pay gap 0.0%

Mean gender pay gap using bonus pay 35.0%

Median gender pay gap using bonus pay 34.0%

Data Analysis



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

The pay gap using bonus pay is significantly higher than the overall GPG due to the dilution of average pay once the large amount of male agency staff are added, as the majority don't receive a bonus.

The mean and median gender pay gap using bonus pay is heavily influenced by internal staff (88% vs 12% agency workers).

Internal Staff GPGR

Pay Quartiles

		
Upper Hourly Pay Quarter	44%	56%
Upper Middle Hourly Pay Quarter	43%	57%
Lower Middle Hourly Pay Quarter	71%	29%
Lower Hourly Pay Quarter	61%	39%
Percentage of staff who received bonus pay	53%	47%

Mean gender pay gap 31.4%

Median gender pay gap 34.0%

Mean gender pay gap using bonus pay 42.8%

Median gender pay gap using bonus pay 64.6%

Data Analysis

3% increase in women representation in the upper pay quartile compared to April 2021. 6% reduction in women representation in the lower quartile and an increase in the lower middle pay quartile.

The Mean Gender Pay Gap 31.4% (vs 25.1% 2021)
The Median Gender Pay Gap 34% (vs 32.6% 2021)
The Mean Gender Bonus Pay Gap 42.8% (vs 24% 2021)
The Median Gender Bonus Pay Gap 64.6% (vs 48% 2021)

This year we saw a number of job role promotions for business development consultants and these positions naturally earn higher bonuses/commission.

If we exclude any bonus payments to calculate the GPG, the Mean would reduce to 6.2% and the Median 13.3%. 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