

**Orion Electrotech Ltd**



**Gender Pay Gap Report – 5<sup>th</sup> April 2024**

# Gender pay gap report

Orion Electrotech Ltd is a successful multi award-winning recruitment consultancy with over 28 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 255 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 2024 and includes both our internal employees as well as our agency workers who sit on our payroll. Our report has been generated using 255 full-pay relevant employees, 177 are agency workers (137 male/40 female) and 78 internal staff (33 male/45 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 (77%) whereas the ratio of internal staff is more balanced (42% 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	36%	64%
Upper Middle Hourly Pay Quarter	33%	67%
Lower Middle Hourly Pay Quarter	30%	70%
Lower Hourly Pay Quarter	34%	66%
Percentage of staff who received bonus pay	47%	25%

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Mean gender pay gap	-6.0%
Median gender pay gap	-12.90%
Mean gender pay gap using bonus pay	40.0%
Median gender pay gap using bonus pay	6%

## Data Analysis

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

The Mean Gender Pay Gap -6.0% (vs 8.5% 2023)

The Median Gender Pay Gap -12.9% (vs -1.9% 2023)



The Mean Gender Bonus Pay Gap 40% (vs 22% 2023)

The Median Gender Bonus Pay Gap 6% (vs -131% 2023)

The Mean and Median Gender Pay gap using bonus pay is heavily influenced by internal staff (84% internal staff vs 16% agency workers).

# Internal Staff GPGR

## Pay Quartiles

		
Upper Hourly Pay Quarter	50%	50%
Upper Middle Hourly Pay Quarter	61%	39%
Lower Middle Hourly Pay Quarter	62%	38%
Lower Hourly Pay Quarter	60%	40%
Percentage of staff who received bonus pay	60%	76%

Mean gender pay gap 8.5%

Median gender pay gap 3.9%

Mean gender pay gap using bonus pay 39.6%

Median gender pay gap using bonus pay 6.0%

## Data Analysis

We saw an 8% increase in female representation in the Upper Pay Quartile compared to April 2023, a 16% reduction in female representation in the Lower Quartile and a reduction in both the Lower & Upper Middle Pay Quartiles.

The Mean Gender Pay Gap 8.5% (vs 40.4% 2023)

The Median Gender Pay Gap 3.9% (vs 36.6% 2023)

The Mean Gender Bonus Pay Gap 39.6% (vs 48.5% 2023)

The Median Gender Bonus Pay Gap 6.0% (vs 51.6% 2023)

Our Mean Gender Pay Gap has reduced significantly due to the reduction of male employees in the Upper, Upper Middle and Lower Middle quartiles and an increase in the Lower quartile roles.

There is a higher percentage of male employees who receive bonuses because all male internal staff are in a sales role and earn commission. This percentage did reduce compared to last year and contributed to the reduction in the Median Gender Bonus Pay Gap %.

During the year, we also saw 2 senior male employees being promoted to Directors and therefore year on year comparisons are skewed.

# 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.

Our recruitment processes as well as our remuneration packages are standardised based on the role, experience, skills, and responsibilities, not gender.

For our agency staff we will continue to introduce both male and females' candidates to our clients, this is always dependant on individuals applying. Orion are now Gold Sponsors of SheCanEngineer, a charity working to close the gender gap in engineering industries by showcasing the accomplishments of female engineers, raising awareness around issues relating to Diversity, Equity & Inclusion (DE&I), and promoting engineering to children.

# Declaration

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

Claire Morton – Group Operations Director – Orion Electrotech Ltd