



GENDER PAY GAP 2017

1. Difference in mean hourly rate of pay – mean	27.2%	
2. Difference in median hourly rate of pay – median	40.9%	
3. Difference in mean bonus pay – mean	71.1%	
4. Difference in median bonus pay – median	0%	
5. Percentage of employees who received bonus pay	Male	Female
	14.3%	2.9%
6. Employees by pay quartile	Male	Female
Upper quartile	43.4%	56.6%
Upper middle quartile	28.9%	71.1%
Lower middle quartile	18.4%	81.6%
Lower quartile	7.9%	92.1%

PAY GAP, MEAN AND MEDIAN - This is the difference in hourly pay of male and female full-time relevant employees per April time period snapshot, expressed as a percentage of the hourly pay of male relevant employees. This means that a positive number indicates men earn more than women; a negative number will mean the reverse. Pay is reported as both ordinary pay and bonus pay.

BONUS PAY GAP, MEAN AND MEDIAN - This refers to the bonus pay paid to male and female relevant employees during the 12 months prior to the snapshot date, expressed as a percentage of the bonus pay paid to male relevant employees.

BONUS PAY PROPORTION - Bonus pay proportion refers to male relevant employees who received a bonus in the 12 months, expressed as a percentage of the male relevant employees; female relevant employees who received a bonus in the 12 months, expressed as a percentage of the female relevant employees.

QUARTILES - Organise workforce into evenly sized quartiles based on ranking of all full-pay individuals from highest to lowest by hourly rate of pay. Report on each quartile the number of full-pay male and females in each quartile as a percentage of the total in the quartile.