

# Property & Facilities Solutions

## 2019 Gender Pay Report

We employ approximately 2,750 people across the UK in Engineering, Soft Services or working in a Support function. We firmly believe that every employee plays a vital role in the success of our nationwide company. Our commitment to learning and development is underpinned by a range of learning and personal development opportunities throughout all levels in the business.

We are an equal opportunities employer; having respect for others is an integral part of our culture and one of our core values. Royal Mail Property & Facilities Solutions continues to meet the Investor in People Standard and we are very proud of its success.

RM PFS has a Diversity Steering Board that is focused on all elements of diversity including gender. As part of this, we continue to hold regional focus groups around diversity and inclusion to understand how we can support under-represented groups within the business. We are currently addressing our apprenticeship recruitment strategy, and a focus on making our engineering apprenticeships more appealing to female candidates is a key part of this. All recruiting managers are trained in unconscious bias. Over time, we expect these activities to have a positive impact on our gender pay gap.

### April 2019 Total Pay Gap & Pay Quartiles at 5<sup>th</sup> April 2019

The Total Pay Gap is the difference between male and female total pay, which includes pay, allowances and bonus. On a mean basis, men were paid 29.6 per cent more than women (broadly the same as in 2018) and on a median basis they were paid 24.9 per cent more (reduced from 31.4% in 2018).

RM PFS has two main groups of employees:

- cleaners, of whom a greater proportion are women; and
- higher paid engineers, of whom a greater proportion are men.

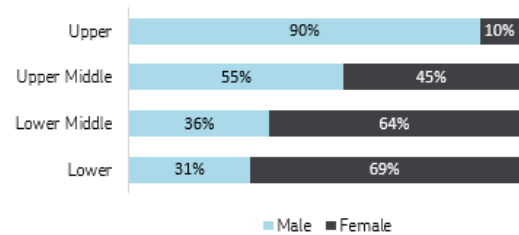
The management teams of these two groups also have similar characteristics. This results in a Total Pay Gap in favour of men.

The Total Pay Quartiles are the percentages of men and women in each quartile, ranked by April 2019 Total Pay hourly rate. The cleaner and engineer gender profiles also drive the quartile percentages, which is why the lower two quartiles have higher female representation and the two upper quartiles have higher male representation.

#### April 2019 Total Pay Gap

	2018	2019
Mean	29.5%	29.6%
	(male > female)	(male > female)
Median	31.4%	24.9%
	(male > female)	(male > female)

#### Total Pay Quartiles



### 2018-19 Bonus Gap & Proportions Receiving a Bonus in 12 months preceding 5<sup>th</sup> April 2019

12.6 per cent of men and 10.4 per cent of women employed in April 2019 received a bonus during 2018-19.

On a mean basis, of those who received a bonus, men received 37.9 per cent more bonus than women. On a median basis, it was 36.1 per cent more. The reasons for the bonus differences are:

- The gender profiles described above also apply to the bonus gap.
- The bonus calculation is not adjusted for part-time working. Women are more likely to work part-time and therefore receive a smaller bonus based on their part-time hours. This skews the bonus gap in favour of men, who are less likely to work part-time.
- Bonuses generally (not just in RM PFS) increase with seniority, which can amplify these other two factors
- The majority of frontline employees did not receive a bonus.

#### 2018-19 Bonus Gap

	2018	2019
Mean	41.0%	37.9%
	(male > female)	(male > female)
Median	29.3%	36.1%
	(male > female)	(male > female)

#### 2018-19 Proportion Receiving a Bonus

	2018	2019
Female	12.0%	10.4%
Male	14.7%	12.6%

#### Declaration

I confirm that the data is accurate and in line with mandatory requirements.

Martin Gafsen  
Group Director of Property & Facilities Solutions