

Martins Group

Gender pay gap for 2017 – 2018

For differences in rate of pay and bonuses, a positive % indicates that men in your organisation receive a higher rate than women in your organisation.

A negative % indicates that men in your organisation receive a lower rate than women in your organisation.

1. Difference in hourly rate of pay – mean

Enter the difference in mean hourly rate: 22.5%

2. Difference in hourly rate of pay – median

Enter the difference in median hourly rate: 13.6%

3. Difference in bonus pay – mean

Enter the difference in mean bonus pay, calculated from the mean: 73.9%

4. Difference in bonus pay – median

Enter the difference in median bonus pay, calculated from the media: 82.4%

5. Percentage of employees who received bonus pay

Males who received bonus pay: 85.6%

Females who received bonus pay: 67.9%

6. Employees by pay quartile

Upper quartile

Male: 89.2%

Female: 10.8%

Upper middle quartile

Male: 92.4%

Female: 7.6%

Lower middle quartile

Male: 92.4%

Female: 7.6%

Lower quartile

Male: 77.2%

Female: 22.8%