



Gender Pay Gap  
Report 2018





# Introduction

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## Foreword

MJ Quinn are in full support of the publication of the Gender Pay Gap Report.

MJ Quinn are committed to achieving a working environment which provides equality of opportunity, fairness and freedom for all in our employment. We recognise the value of having an inclusive culture and we are dedicated to improving the diversity of our workforce.

We know, through experience, that a broad and varied workforce brings strength. Individuals with different experiences, perspectives and cultures expand our knowledge, skills and results.

Our report does highlight a Gender Pay Gap that we can attribute to the fact we have more males than females in senior positions. This is something we must continue to address in future and it will help shape our people strategy. We want to be recognised as a great place to work, a community and that we are committed. So that everyone has an equal opportunity to excel and enjoy a successful career, regardless of gender or any other attribute.

Alan O'Prey

Managing Director





## Company Background

M.J. Quinn is an established national organisation, with contracts covering the length and breadth of the UK and Ireland.

We provide design, installation and maintenance of telecoms, mechanical, electrical, fire detection and suppression systems, LED Lighting, Air Cooling and building services. These services cover a customer base across a multitude of different industries including transport, retail, commerce, public services, education and hospitality.

We are a multi-disciplined integrated service provider that engage circa 2,000 workers, and a vehicle fleet of 1,600 allowing us to offer our clients a 24 hour, nationwide service.

## Gender Pay Gap Legislation

The UK Government Equalities Office's Gender Pay Gap reporting regulations came into force in April 2017, and employers in the UK with 250 or more relevant employees are now required to publish mandatory information concerning gender pay.

The regulations require employers to publish their overall mean (average) and median gender pay gaps, gender bonus gaps, gender distribution within salary quartiles and bonus received proportion.

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation irrespective of their role or seniority and is expressed as a percentage of men's earnings. An organisation that has more men in senior roles and more women in junior roles is likely to have a gender pay gap.

It is important to note that gender pay is different to equal pay. Equal pay is defined under the Equal Pay Act as work of equal value, or 'like' work which is the same or broadly similar and extends to the full terms and conditions of employment (i.e.: basic pay, overtime rates, performance related benefits, hours of work, access to pension schemes, non-monetary terms, and annual leave entitlements).

This report provides data on MJ Quinn's gender pay gap and describes how the Company is actively taking steps to address the gender pay gap identified.

## Population

UK-based organisations of 250 or more employees are required to publish their gender pay gap. The legislation specifies a 'snapshot date' which employers must use as the basis for their data reporting. It also provides specific definitions for determining which employees are relevant for reporting purposes and fall under our company headcount (a detailed glossary of definitions and terms is included in the Appendix).

As at the snapshot date (5th April 2018), 282 employees fell into the scope of 'full-pay relevant employees' with respect to the calculation of hourly pay, and 303 employees were in scope for bonus pay calculations.

The difference is due to individuals being excluded from the hourly pay calculations, as they were not considered as full-pay relevant employees as per the legislation (for example those receiving reduced pay for absence, such as sabbatical, maternity or unpaid leave).

The data contained in this report has been generated internally.



# Hourly Pay Gap

## Employee Distribution

This refers to the number of employee’s included in the hourly pay gap calculation – ‘full-pay relevant employees’.



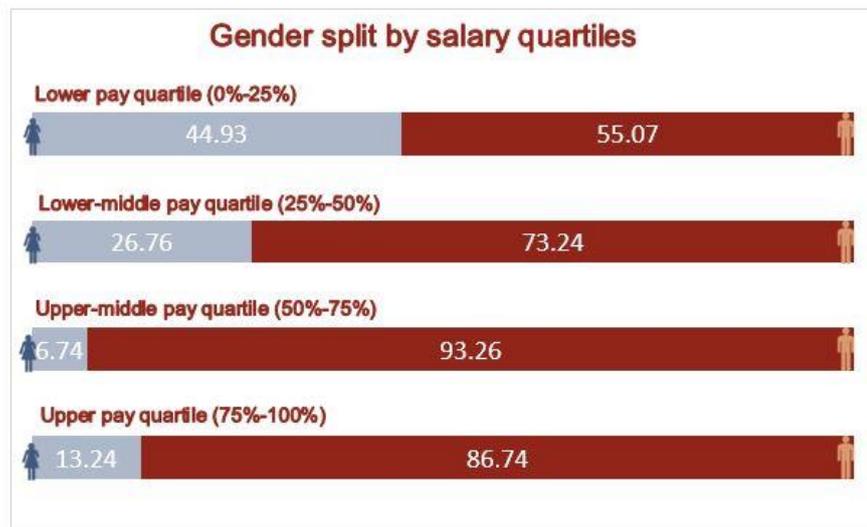
This image shows the overall gender distribution of full-pay relevant employees within MJ Quinn.

Overall, the gender distribution is skewed towards full-pay relevant male employees. (Note: 12 males and 9 females have not been considered full-pay relevant employees as per regulations)

## Hourly Pay – Gender Split by Salary Quartiles

In order to understand MJ Quinn’s gender pay gap, it is important to show the proportion of males and females in each quartile.

Here, all four pay quartiles show a larger percentage of males. Particularly in the lower-middle, upper-middle and upper pay quartiles.



The telecoms industry has historically been male-dominated with many roles falling within technical disciplines. 23% of our workforce is female and our analysis shows that the proportion generally decreases through higher pay quartiles. This is comparable to the reports of our competitors.

The proportion of females in the upper quartile has increased from 10% to 13% since last year and the upper-middle has remained broadly the same. The proportion of females in the lower-middle quartile has increased from 18% to 27% and the lower quartile from 41% to 45% since last year.

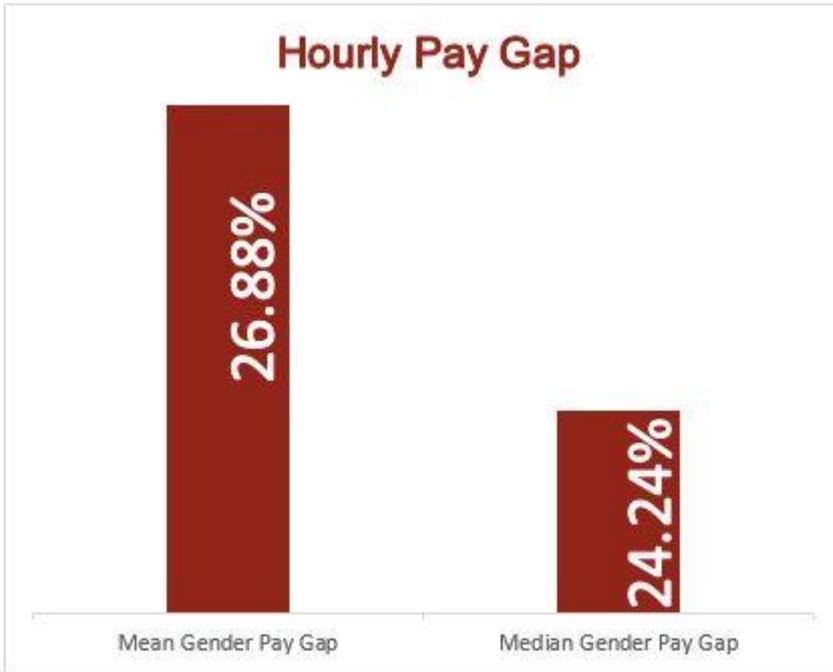
The main reason for the gap is the under-representation of women at the most senior levels; a high number of males occupy these roles (Field based, Directors and Technical positions).





## Hourly Pay Gap

This figure shows the overall hourly pay gap for MJ Quinn.



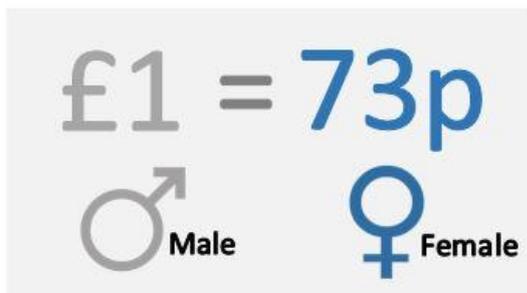
Based on 282 employees, the overall hourly pay rate across all levels is 26.88% lower for women (average) and 24.24% lower for women (median).

The mean pay gap has risen 1.58% from last year. However, MJ Quinn's median pay gap has reduced by 4.66% since last year.

Personnel today have analysed UK Gender pay gap improvements since last year. They state that around **only half of employers have improved there gap**. Our near 5% reduction, at MJ Quinn, highlights our efforts to reduce the gap over the past 12 months.

## Understanding Our Gap:

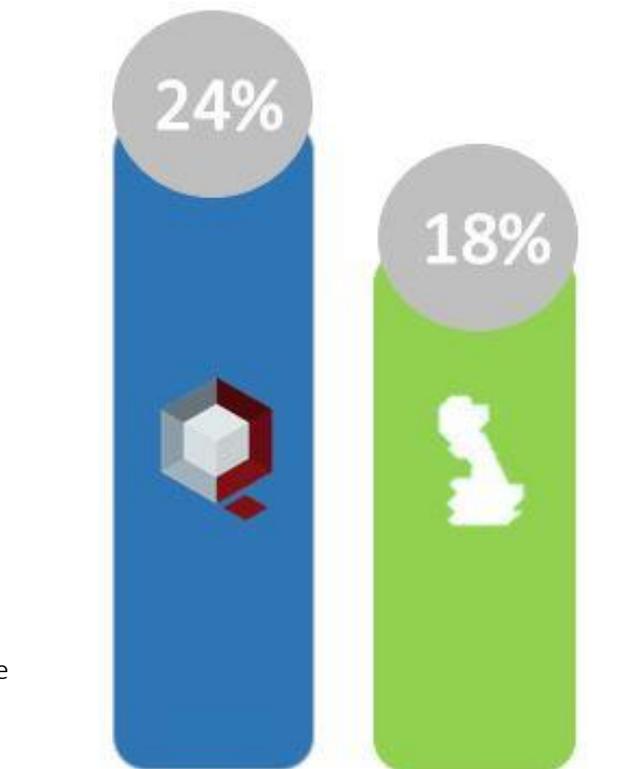
*For every £1 a male makes, a female makes 73p*



*We have seen a 5% improvement since last year*

MJ Quinn's pay gap is above the UK National Average. So, we do recognise that we need to continue our efforts to reduce the gap.

## Median Pay Gap at MJ Quinn & UK

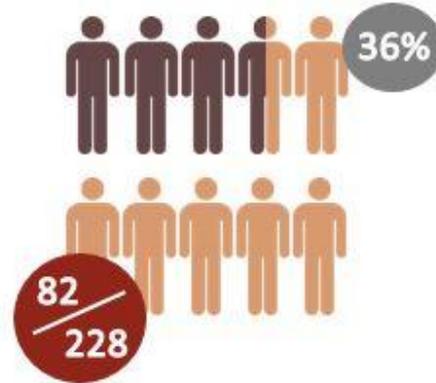
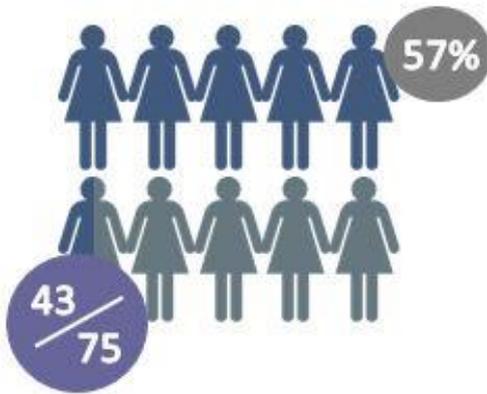




## Bonus Pay

### Employee Distribution and Proportion of Employees receiving a Bonus

This refers to the overall gender distribution for relevant employees within MJ Quinn.



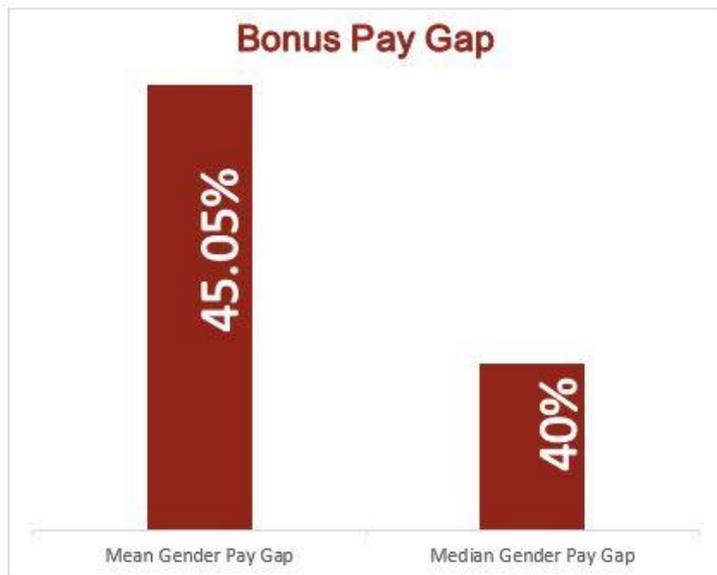
Of the 75 Females employed, 57% received a bonus.

Of the 228 Males employed, 36% received a bonus.

This shows that more females received a bonus in comparison to their male counterparts.

### Bonus Pay Gap

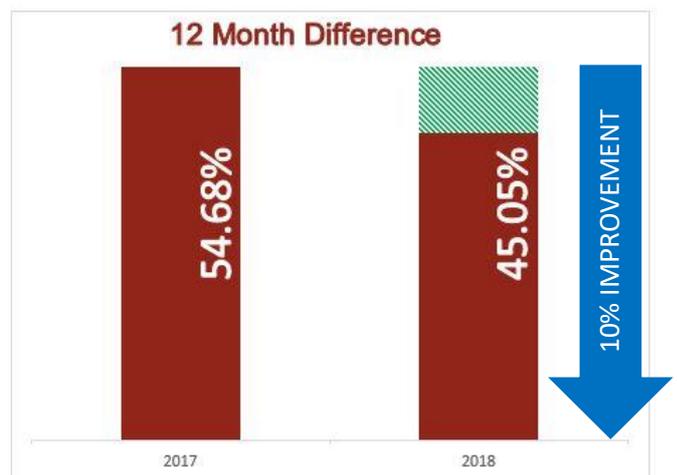
This figure shows the overall bonus pay gap for MJ Quinn.



Based on 303 employees, the overall bonus pay gap across all levels is 45.05% (mean) and 40% (median).

Again, this is reflected by the number of males who hold senior level positions – these roles typically attract higher pay and bonus payments.

MJ Quinn's mean bonus pay gap has **improved by 9.63%** reduction since last year.





## Conclusions & Commitments

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The key conclusions of this report are:

- We have seen improvements in both our Hourly Pay Gap (Median) and our Bonus Pay Gap (Average) over the last 12 months
- Our 26.88% average pay gap is higher than the 18% UK national average, according to the government gender pay gap reporting website as at 20<sup>th</sup> March 2018.
- This gap is largely driven by the gender distribution of employees, with more female staff in support roles and more males in senior consulting roles, including at Director Level.

MJ Quinn is committed to addressing the gender pay gap and will do so through its broader global commitment to diversity and inclusion, including increasing the number of women in senior leadership roles.

## Moving Forward

MJ Quinn's pay gap will continue to be monitored and published in coming years. The underrepresentation of women in our higher paid roles is still the main reason for the pay gap. While we have seen an increase in the percentage of our workforce that are female, they have not all been recruited into grades above the median pay level. In the medium-long term this will, however, help us create a more gender-balanced workforce, as junior females rise through the ranks into more senior positions at MJ Quinn.

At MJ Quinn we will introduce a company-wide bonus scheme for the business which will help to develop a more inclusive and equal culture.

There are no quick wins to closing the gap. We need sustained focus on increasing the number of women in our workforce, improving retention rates and investing more in supporting and progressing women so that they are able to compete successfully for our most senior roles.





## Appendix

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### Snapshot date

Gender pay gap calculations are based on figures drawn from a specific date each year called the 'snapshot date', which is 5 April 2018.

### Relevant and full-pay relevant employees

All employees employed by MJ Quinn on the snapshot date are referred to as 'relevant employees'.

All employees who were paid their usual full pay in their pay period that included the snapshot date are referred to as 'full-pay relevant employees'.

### Ordinary pay

Ordinary pay includes any monetary payment such as:

- i. basic pay
- ii. allowances (such as overseas allowance payments)
- iii. pay for leave

Gross figures are used:

- i. before tax and any deductions for employee pension contributions
- ii. after any deductions for salary sacrifice

### Bonus Pay

Bonuses include any rewards related to:

Annual performance bonus, ad hoc bonuses, including referral bonuses, global recognition, thank you and service excellence awards

### Hourly pay rate

Add together each employee's ordinary pay and any bonus pay that was paid in the April 2017 payroll

Divide the total by the 'appropriate multiplier' – this gives you the employee's average weekly pay

The specific 'appropriate multiplier' for monthly pay periods is 4.35 (30.44 days divided by 7). Divide the result for each employee by the number of their weekly working hours – this gives you the employee's average hourly pay rate

### Mean (Average)

The arithmetic mean obtained by adding several quantities together and dividing the sum by the number of quantities.

### Median

50th percentile, which divides the upper 50% from the lower 50% of data. Proportion of males and females receiving a bonus payment Number of male relevant employees who received a bonus divided by the total number of male relevant employees. Number of female relevant employees who received a bonus divided by the total number of female relevant employees.

### Salary Quartiles

The proportion of male and female full-pay relevant employees in four pay bands.

Full-pay relevant employees are ranked from highest to lowest paid

Divided into four equal parts ('quartiles')

The percentage of men and women is calculated in each of the four parts

