



Group



AM2PM Staff Solutions Ltd

GENDER PAY GAP REPORT

2022



www.am2pm.uk.com



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GENDER PAY GAP

INTRODUCTION

AM2PM Staff Solutions Ltd (“AM2PM”) is a recruitment business, providing temporary labour to our clients who mainly operate in the industrial, logistics and driving sectors.

It is a requirement from April 2017 that all businesses employing more than 250 employees must publish a report detailing their gender-pay gap. Each legal entity within a group structure which employs over 250 people must report their own figures.

The information that must be published for the business is the:

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

As is required by the legislation, this report is drawn from information obtained on and prior to the snapshot date of 5th April 2022 and includes information of our hourly wage paid temporary workers.

We have very little control over the wages paid to temporary staff as this is largely dictated by our Clients, however we are confident that our Clients do not set differentials set based on gender.

RESULTS

Mean Gender-Pay Gap



Median Gender-Pay Gap



This shows that males are paid higher on average than females.



GENDER PAY GAP

Mean Bonus Gender-Pay Gap



Median Bonus Gender-Pay Gap



Bonuses are not common amongst agency staff in the industries which we supply as can be seen from the below figures.

Proportion of Males and Females Receiving Bonus Payment (%)



Proportion of males receiving bonus
0.01%



Proportion of females receiving bonus
0.01%

Proportion of Males and Females in each Pay Quartile

	Male (%)	Females (%)
Upper Quartile	90%	10%
Upper Middle Quartile	80%	20%
Lower Middle Quartile	60%	40%
Lower Quartile	60%	40%
Total Males in Business	433	75%
Total Females in Business	148	25%

As we have more males within our business, males dominate each pay quartile. We believe this is likely due to the nature of the work supplied by our Clients, which being mainly industrial and driving, in general attracts males more than it does females across the industry.

Director: Peter McSheffrey
Date: March 2023