

The Prime Group
Gender Pay Gap Data
5 April 2017

		PSS	PCS	BBR		
		%	%	%		
Mean gender pay gap		7.86	-21.5	-1.6		
Median gender pay gap		0	3.8	-1.4		
Mean bonus gender pay gap		26.5	-898.7	-		
Median bonus gender pay gap		40.1	-973	-		
Proportion of males & females receiving a bonus payment						
		F	75	50		
		M	100	-		
Proportion of males & females in each quartile pay band						
	Lower	Q1	F	45.3	85.7	84.6
			M	54.7	14.3	15.4
	Lower middle	Q2	F	48.6	42.9	76.9
			M	51.4	57.1	23.1
	Upper	Q4	F	17.1	75	69.2
			M	82.9	25	30.8

As a group of companies Prime Staff falls well within the average UK Gender Pay Gap (for median earnings) as reported by the Office for National Statistics. At April 2017 this figure was published at 18.4 and included full and part time staff. UK wide this figure has considerably decreased since the figures reported in 1997 of 27.5%.

Prime Staff Services Ltd

The mean gender pay ratio above shows favour towards the males working within the company. This is mainly due to the levels of males working in the company compared to females reflected in the percentage proportions with the quartile calculations. The main reason for the variance in the employment of males and females is due to the nature of the work and the skill sets required for the assignment. Being a temporary recruitment agency this is driven by a large part from our clients and their requirements.

Prime Commercial Staff Ltd

The mean pay and mean bonus pay in this company is both in favour of females. This is due to females holding more senior posts within this company which is evident through the ratios reflected in the upper quartile. The median calculations are both in favour of males which again is supported by the ratios shown in the middle quartiles with slightly more men than women falling into these categories.

Staff are recruited on their own individual skills and experience relevant to the role being filled. Client requirements are the main consideration for us when recruiting these individuals.

Black & Black Recruitment Ltd

This company shows more females than males across all quartiles calculated. Despite this, the mean and median pay gap, although marginally in favour of females, is both just over 1% difference between the sexes. The bonus calculations are both in favour of females, however this is reflective of the majority of senior positions being held by females.

Staff are recruited on their own individual skills and experience relevant to the role of being filled. Client requirements are the main consideration for us when recruiting these individuals.

Gender Pay Gap Objectives

The majority of our results are reflective of a male or female employee dominated company, which as detailed above due to the nature of the business being recruitment for candidates is driven directly by our clients. Our clients needs are assessed and the candidate (regardless of gender) who best fits the assignment will be recruited for the position based on experience and still set. With regards to bonus this is assessed on an individual basis on performance by employee.

With regards to closing the gender pay gap, the above is based on snap shot of our organisation. Due to the ever changing nature of the industry within which we work, temporary recruitment is an ever changing environment.

Our objectives will continue to be to meet our client's demands and find the best person for the job in question. Equal opportunities will remain at the heart of our organisation with a fair process driven recruitment process being followed across the organisation as a whole.

I confirm that the above Gender Pay Gap statistics as calculated by each company is accurate, reliable and in line with the reporting requirements on the government website.



Antonio Veza
Managing Director
Prime Staff Group