

The Prime Group
Gender Pay Gap Data
5 April 2018

		PSS %	PCS %	BBR %	PSNW %		
Mean gender pay gap		3.08	-34.5	1.2	5		
Median gender pay gap		2.72	-11.9	7.7	2.9		
Mean bonus gender pay gap		9.1	N/A	N/A	-112		
Median bonus gender pay gap		20	N/A	N/A	-175		
Proportion of males & females receiving a bonus payment							
		F	2	2.8	2.7	19.5	
		M	1.3	0	0	3	
Proportion of males & females in each quartile pay band							
	Upper	Q1	F	22.4	100	71.4	29.6
			M	77.6	0	28.6	70.4
	Upper Middle	Q2	F	26.9	66.7	60	39.3
			M	73.1	33.3	40	60.7
	Lower Middle	Q3	F	32.1	83.3	80	39.3
			M	68	16.7	20	60.7
	Lower	Q4	F	42.3	50	93.3	39.3
			M	57.7	50	6.7	60.7

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 2018 this figure was published at 17.9% and included full and part time staff. UK wide this figure has considerably decreased since the figures reported in 1997 of 25.5%.

Individual each Prime company employs workers within different industry sectors which typically have resulted in the above results.

Prime Staff Services Ltd

The mean gender pay ratio above shows favour towards the males working within the company. This has however reduced from the levels reported at April 2017. This is mainly due to the levels of males working in the company compared to females reflected in the percentage proportions within 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 assignments. Being a temporary recruitment agency this is driven by a large part from our clients and their requirements.

Prime Commercial Staff

The mean and median pay in this company is both in favour of females this is reflective of the figures in the previous year. This is due to females holding more senior posts within this company which is evident through the ratios reflected in the upper quartile.

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 & median pay gap, is in favour of males although only marginally. In the 2017 figures this was marginally in favour of females. The bonus calculations are both in favour of males, however only marginally at 2.7%.

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.

Prime Staff North West

The mean & the median gender pay gap for this company is marginally in favour of males, however only at 5% and 2.9% respectfully. There is a higher proportion of females receiving bonus in this company which is reflective in the mean & median bonus percentages.

The trend in this company is the higher percentage of males as can be seen from the quartile results. This is due to the type of work available in this company for temporary workers and the requirements of the client drive this.

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 this requirement for candidates is driven directly by our clients. Our client's needs are assessed and the candidate (regardless of gender) who best fits the assignment will be recruited for the position based on experience and skill 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 a 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 opportunity 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