



UK GENDER PAY GAP

2018 REPORT

Omega Resource Group Ltd

INTRODUCTION

WHAT IS THE GENDER PAY GAP?

WHAT IS THE REPORTING OBLIGATION FOR OMEGA?

FIGURES & OVERALL CONCLUSIONS

With 20 years professional recruitment experience, Omega Resource Group Ltd is passionate about promoting diversity and equal opportunity for everyone connected with the organisation. Assisting people to find the right career step is central to our business, encompassing the need to ensure that everyone has the same career opportunities, a chance to reach their full potential, and in turn the ability to support themselves and their families.

We feel that embracing diversity in all forms, not just gender, is pivotal to our business success. We ensure this inclusive culture is recognised with our own employees as well as our clients and temporary workers.

Omega Resource Group Ltd is committed to reporting gender pay gap in a transparent manner.



Raymond Pugh
Co-Founder



**you
me
us**

The UK Gender Pay Gap legislation came into effect in April 2017. The aim of this legislation is to highlight disparity between career opportunities for men and women. This is measured by comparing male and female average earnings across all levels of an organisation: different earning levels and therefore a “gap” in the level of pay.

UK Gender Pay Gap is not the same as Equal Pay. Equal Pay is about both men and women being paid equivalent remuneration for doing an equivalent job, there is legislation in place to protect employees in this respect.



UK Gender Pay Gap calculations look at the average earnings of all men and women across the organisation, irrespective of role and seniority, and therefore, the outcome can be affected by many factors.

The legislation requires all companies in Great Britain who had more than 250 employees; including temporary workers on the date of 5th April 2017 have to publish Gender Pay Gap figures.

Under the legislation companies have to publish the following data:

Mean gender pay gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Mean bonus gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

Median bonus gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

Bonus proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period

Quartile pay bands

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

We have based our calculations on 2,164 temporary workers and 90 permanent members of our own staff who are engaged on employment contracts.

To comply with the legislation, we are required to include combined figures for both our direct employees and our temporary workers, even though the two categories are very different.

To assist in the transparency and understanding of our Gender Pay Gap Report we have set out our combined reporting and additionally our own direct employees to clearly explain our own Gender Pay Gap.

Combined Employees:

Mean hourly pay difference between male and females	14.2% lower
Median hourly pay difference between male and females	10.9% lower

Mean difference between male and female bonus payments	43.9% higher
Median difference between male and female bonus payments	90.2% higher

Proportion of males receiving bonus payments	59.1%
Proportion of females receiving bonus payments	54.3%

The distribution of males and females between pay band quartiles using the range of hourly pay rates	Female	Male
Lower Quartile	36.7%	63.3%
Lower Middle Quartile	37.6%	62.4%
Upper Middle Quartile	20.6%	79.4%
Upper Quartile	15.3%	84.7%

The main reason for the Mean and Median hourly pay difference is that we have no control over what rates of pay are set for temporary workers as the client, in most cases, set the pay rates based upon their own companies and the sectors they work within.

This data is also affected by the wide range of industries, sectors and skill sets that we provide temporary and contract workers within.

Our Direct Employees: Permanent Staff

Mean hourly pay difference between male and females	9.2% lower
Median hourly pay difference between male and females	3.4% lower

Mean difference between male and female bonus payments	51.2% lower
Median difference between male and female bonus payments	41.7% lower

Proportion of males receiving bonus payments	75%
Proportion of females receiving bonus payments	90.4%

The distribution of males and females between pay band quartiles using the range of hourly pay rates	Female	Male
Lower Quartile	63.6%	36.4%
Lower Middle Quartile	31.8%	68.2%
Upper Middle Quartile	59.1%	40.9%
Upper Quartile	33.3%	66.7%

Our Direct Employees: Permanent Staff (cont.)

The main reason for the Mean and Median hourly pay difference is that we have more males on the executive board and senior management than females and this is represented in the quartile data above. This is affected significantly by 3/4 of the Executive Board being represented by the three male founders.



The bonus figures included the annual bonus and commission. Senior positions generally have higher bonus potential and therefore as we have more men in senior roles, this largely explains the difference in Mean and Median bonus.

The percentage of males and females receiving bonus is very similar and the figures include bonus and commission.

Our pay quartiles show that there are a higher percentage of male employees in the upper quartile pay band consistent with the higher number of males in senior positions.

Having completed the detailed analysis, we can report that:

- We have no control over Gender Pay Gap for our temporary workers as the rates of pay are set by the client in most cases
- We have fewer women in senior roles than men. Our executive board is 100% male and our management board is 33% women
- Removing the data of the 3 male founders would significantly change the gap
- 70% of our employees earn commission which is performance based pay and thus any difference in pay is solely performance related

Our commitment to diversity is supported by the following:

- We are committed to diversity with our employees, customers and temporary workers
- We value diversity, including gender representation, at all levels in the organisation and ensure this through robust policies and processes
- We are committed to the development of all of our staff including future leadership in an unbiased selection process
- Our policies and working practices are in place to assist with supporting our employees with a work-life balance that enables diversity and inclusion throughout our organisation