



Gender Pay Gap Report 2019:

Quest Pay Solutions pride ourselves on being fully compliant with all legislation and reporting requirements, and, as such, we are committed to report our Gender Pay Gap reports for 2019 – 2020, despite, due to Covid-19, this is not necessarily a requirement.

All employees are engaged on a temporary basis, across multiple sectors, and are sourced via recruitment agencies within the UK. Quest Pay Solutions process payments for employees on a weekly basis. All assignment rates are determined by recruitment agencies, and due to the nature of the engagements, we can pay employees on varied lengths of assignment ranging from a day to over 12 week periods. Rates of pay vary, depending on the sector and role. Therefore, for the purpose of the calculations below all employees were included regardless of their length of assignment and rate which can make it difficult when making comparisons to an annual salary.

We can confirm that the calculations provided below in our report are accurate and have been calculated in accordance with the Gender Pay Gap Reporting requirements.

Gender Pay Gap		
Women's Mean Hourly Pay	84% Higher	
Women's Median Hourly Pay	134% Higher	
Pay Quartiles		
	Women	Men
Upper Quartile	68%	32%
Upper Middle Quartile	44%	56%
Lower Middle Quartile	13%	87%
Lower Quartile	9%	91%
Total Employee Split	32%	68%