



QUEST PAY SOLUTIONS

Gender Pay Gap Report 2021

We are an employer required by law to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay gap reporting legislation requires that from 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Gender Pay Gap	
Women's Mean Hourly Pay	90% Higher
Women's Median Hourly Pay	131% Higher

Pay Quartiles	Women	Men
Upper Quartile	71%	29%
Upper Middle Quartile	5%	95%
Lower Middle Quartile	8%	92%
Lower Quartile	5%	95%
Total Employee Split	23%	77%

Written statement

At Quest Pay Solutions 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 a 12 week period. Rates of pay vary, depending on the sector, experience of the individual and role.

Therefore, for the purpose of the calculations below all employees were included regardless of their length of assignment, sector and rate which can make it difficult when making comparisons. For example, the table below shows that at Quest Pay Solutions the lower and middle quartiles are male dominated which will be due to the fact that our lower to middle paid workers are usually within the construction sector, which is heavily male dominated. On further reflection, the higher quartile is very female led which again would relate to the majority of our female employees working in the medical sector which tend to be paid a higher hourly rate.

We can confirm that the calculations provided below in our report are accurate and have been calculated for the snapshot date of 5th April 2021, in accordance with the Gender Pay Gap Reporting requirements.

Director's Declaration

I confirm that the published information in this report for the April 2021 snapshot date is accurate.

Signed 

Alex Grant

Managing Director