



# QUEST PAY SOLUTIONS

## Gender Pay Gap Report 2022

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	70% Higher	
Women's Median Hourly Pay	131% Higher	
Pay Quartiles	Women	Men
Upper Quartile	75%	25%
Upper Middle Quartile	16%	84%
Lower Middle Quartile	13%	87%
Lower Quartile	18%	82%
Total Employee Split	31%	69%

### Written statement

We employ thousands of UK contractors across many different sectors. Our employees source the majority of their assignments through recruitment agencies and often negotiate contract rates directly with the recruitment agencies they engage with.

Rates of pay can vary significantly dependent on the sectors and roles they engage in and, as a result, the published results above are affected by the mix of employees across these various sectors and roles. By way of example, there is high concentration of male employees working within the Technical & Engineering sector which results in the total employee split being heavily male orientated. On further reflection, the women's Mean hourly pay and median hourly pay are considerably higher than the male employees, this is due to the fact that the medical sector employees which we pay tend to be the higher paid employees and heavily female orientated also.

We confirm that the calculations in our report are accurate and have been calculated in accordance with Gender Pay Gap reporting requirements as outlined in the legislation and accompanying guidance.

### Director's Declaration

I confirm that the published information in this report for the April 2022 snapshot date is accurate.

Signed .....  
Alex Grant  
Managing Director