



> Gender Pay Gap report 2022





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phs Compliance is the UK's leading provider of statutory electrical and fire safety testing and remedial services, keeping businesses and public sector organisations of all sizes safe and compliant with the latest statutory safety regulations.

As required by law, we measure both mean and median pay and bonuses

- Median pay is the middle value of salaries arranged in ascending or descending order
- Mean pay is the sum of all salaries divided by the number of individual salaries

Action being taken to improve our Gender Pay Gap

phs Compliance is part of the **phs** Group. The Group as a whole has a negative gender pay gap (so women are, on average, paid slightly more than men). As a Group we are taking action to bring more women into the business.



In August 2022 we appointed Tracy Burtwell as Managing Director of **phs** Compliance. In November, we appointed Natalie Morden as General Manager of our Electric Vehicle Infrastructure business.



As a result of these appointments, 40% of the leadership team of **phs** Compliance are female.



At the beginning of 2023 we appointed Kathryn Skinner as Group Managing Director of our Specialist Businesses (which include **phs** Compliance) Kathryn is our second female executive committee member.



We have retained our formal hybrid working policy.



Our 2022 Group Women in Leadership programme was successful, leading to a third of the group being promoted. Our 2023 Programme launched on International Women's Day in 2023. Both programmes include colleagues from **phs** Compliance



45% of our Group apprentices are female, and 60% of group colleagues who have completed their apprenticeships are women



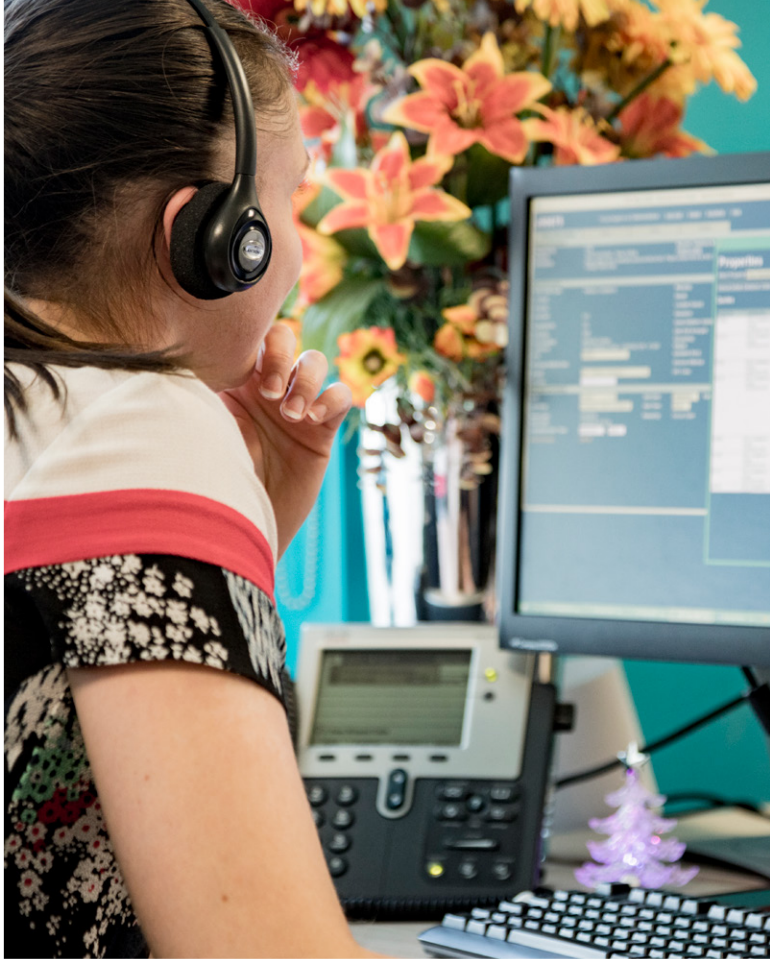
Our challenge now is to increase the number of female electricians and technicians in our business.



Differences in the hourly rate of pay

We're pleased to see that the mean average pay gap has materially reduced and note that this predates the senior management appointments set out earlier in this report.

	Median	Mean
2022	26.2%	3.1%
2021	28%	28%
2020	22%	11%



The gender pay gap is the difference in the average pay of all the men and all the women in the organisation regardless of the work they do.

This is different to equal pay which is where men and women get paid equally for equal work.

We meet our equal pay obligations.

Percentage of phs Compliance employees who received a bonus payment

This measures the number of people who received a bonus, rather than the amount of the bonus.

	Men receiving a bonus	Women receiving a bonus
2022	75%	60.6%
2021	76%	59%
2020	76%	32%

We're pleased that the material improvement in the percentage of women receiving a bonus in 2021 has been maintained in 2022.

Bonus pay gap

(the gap between the actual amounts (£) of bonuses paid)

The table below confirms that men earned significantly higher bonuses than women in the year. This reflects the composition of the business prior to the summer of 2022 – with men holding nearly all leadership and electrician/technician roles.

	Median bonus pay gap	Mean bonus pay gap
2022	62.2%	51.5%
2021	83%	52%
2020	70%	75%

We expect that the gap will reduce following the appointments of Tracy Burtwell and Natalie Morden but recognise that we have much more work to do to bring in female electricians and technicians.

The proportion of men and women in each pay quartile in April 2022

The table below shows the percentage of women and men in each of our four pay quartiles and confirms that prior to the summer of 2022 most women worked in administrative roles, with men holding nearly all leadership and electrician/technician positions.

	Men	Women
Upper Quartile	95%	5%
Upper Middle Quartile	97.4%	2.6%
Lower Middle Quartile	81%	19%
Lower Quartile	76%	24%

Tracy Burtwell
Managing Director, **phs** Compliance

Mike Winstone
HR Director





phs Compliance, Compliance House, Kid Glove Rd, Golborne, Warrington WA3 3GR
0333 005 0456 | customerservices@phs.co.uk | phscompliance.co.uk

phs Group a company registered in England & Wales. Company Registration No. 05384799