



# > pHS Gender Pay Gap Report 2023





*Our* Purpose

Putting people at the  
heart of our products  
and services



## Gender pay gap report 2022

**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 in April each year.

- 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 zero median gender pay gap and a negative mean gender pay gap of 3% so women are, on this measure, **paid slightly more than men**.

As a Group we are taking action to bring more women into the business.

**In late 2023 we promoted Natalie Morden to Sales Director of phs Compliance. As a result, 50% of the Compliance Leadership Team are female.**



47.5% of our Group apprentices are female which is an increase of 2.5% from 2022, and 50% of Group colleagues who have completed their apprenticeships are women.



We have retained our formal hybrid working policy across all **phs** businesses to support flexible working for all our colleagues.



We followed our 2022 Women in Leadership Programme with an equally successful programme in 2023 and will run a third programme in 2024.

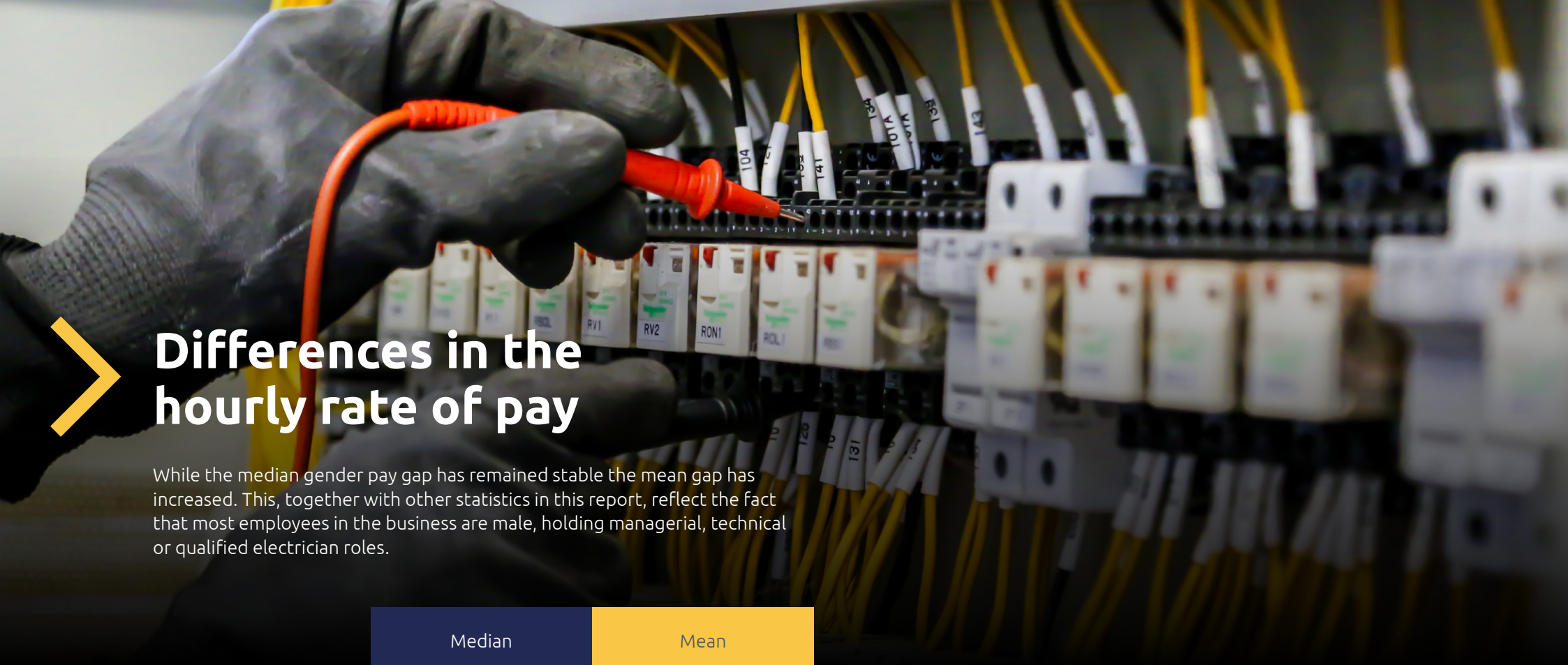


Our challenge in **phs** Compliance is to increase the number of female managers, electricians and technicians in the business.



30% of the Group Executive Leadership Team are female.





## > Differences in the hourly rate of pay

While the median gender pay gap has remained stable the mean gap has increased. This, together with other statistics in this report, reflect the fact that most employees in the business are male, holding managerial, technical or qualified electrician roles.

	Median	Mean
2023	26.8%	15.0%
2022	26.2%	3.1%
2021	28%	28%

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.

	Percentage of men receiving a bonus	Percentage of women receiving a bonus
2023	76%	67%
2022	75%	61%
2021	76%	59%

We're pleased that the percentage of women receiving a bonus continues to increase year on year and that the gap between men and women is closing.

# 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, with women holding half the leadership roles but nearly all management and electrician/technician roles held by men.

	Median bonus pay gap	Mean bonus pay gap
2023	76%	49%
2022	62%	52%
2021	83%	52%

We recognise that we have much more work to do to bring in female managers, electricians and technicians.

# The proportion of men and women in each pay quartile in April 2023

The table below shows the percentage of women and men in each of our four pay quartiles and confirms that (other than the Leadership Team which is 50% female) most women worked in administrative roles, with men holding nearly all management and electrician/technician positions.

	Women	Men
Upper Quartile	6.4%	93.6%
Upper Middle Quartile	1.6%	98.4%
Lower Middle Quartile	15.7%	84.3%
Lower Quartile	32.4%	67.6%

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