

MERTON PAY GAP PUBLICATION AS AT 31/03/2018

Excluding SLLP and RSP

Hourly Rate

Women's hourly rate is

9.3 % lower	4.7 % lower
(mean)	(median)

Pay quartiles

How many men and women are in each quarter of the employer's payroll

Top quartile

31% men	69% women
---------	-----------

Upper quartile

36% men	64% women
---------	-----------

Lower middle quartile

28% men	72% women
---------	-----------

Lower quartile

25% men	75% women
---------	-----------

Bonus Pay

Women's bonus pay is

87.9% lower*	68.1% lower
(mean)	(median)

** Caused in Merton by a few mainly male bailiffs amongst a small data set earning high levels of bonus*

Who received bonus pay

7.1%*	7.7%*
of men	of women

** Noting bonus includes retention payments, merit pay, and long service awards.*

This page is intentionally left blank