

# GENDER PAY AT A GLANCE

APRIL 2017



Julie Adams, **Senior Partner**

*We are a professional services firm where more than 55% of our staff are females, and a significant number of them are in administrative roles. Inevitably, this employee profile impacts on our gender pay gap, and we are making significant progress to reduce this gap.*

*Our broader reward strategy is to ensure fairness and equity at all levels, whilst recognising and valuing diversity of talent in a highly- competitive marketplace. In recent years, and as a direct result of employee feedback, we have introduced a suite of employee lifestyle-linked benefits to all staff to enhance their health and financial wellbeing.*

*We will continue in our efforts to ensure we undertake the right reward strategies to promote talent, fostering a culture of diversity and inclusion to ensure talent are rewarded fairly, and clients get the best possible service from us.*



## Headlines

Fair rewards for all employees

Opportunities for talent to pursue meaningful careers, supported by active career sponsorship.

Employee bonuses are paid in exceptional circumstances – our bonus payments include a small number of contractual commission based bonuses impacting our figures. If these are excluded, our mean bonus gap is – 13.5%.

	Mean	Median
Gender Pay Gap	16.4%	27.5%
Gender Bonus Pay Gap	8.5%	-33%

Quartiles	Males	Females
Upper	64%	36%
Upper Middle	39%	61%
Lower Middle	47%	53%
Lower	37%	63%



8.8%

The proportion of males and females receiving a bonus payment



4.5%

**MENZIES**  
BRIGHTER THINKING