

GENDER PAY AT A GLANCE - APRIL 2020

Our gender pay gap is narrowing...



Julie Adams,
Managing Partner

“ We continue to be committed to improving our current Gender Pay position and we are pleased that both our average pay and median differentials have reduced between April 2019 and April 2020, the median by over 10%. During this year, we have put in place systemic changes that have made a positive difference to employee wellbeing and empowered individuals to give feedback to promote further improvements.

The construction of a cross-functional strategic project group called the ‘Better Place to work team’ has had one of the biggest impacts this year in ensuring that our employee experience is aligned with our Vision, Purpose, Goals and Values strategic plan that was created in early 2019.

In the coming years, our focus on Diversity and Inclusion will continue to improve our employee value proposition and encourage the development of all employees.”

2020 Pay Gap	Mean	Median
Gender Pay Gap	18% (2019 - 19.7%)	16.2% (2019 - 26.9%)
Gender Bonus Pay Gap	40.9% (2019 - 79.2%)	31.7% (2019 - 78.9%)

2020 Quartiles	Females	Males
Upper	38.5% (2019 - 35.1%)	61.5% (2019 - 64.9%)
Upper Middle	63% (2019 - 61.1%)	37% (2019 - 38.9%)
Lower Middle	59.3% (2019 - 63.2%)	40.7% (2019 - 36.8%)
Lower	62% (2019 - 63.2%)	38% (2019 - 36.8%)

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



84.30%



81.50%

MAKING MENZIES A BETTER PLACE TO WORK

EXAMPLES OF INITIATIVES COMMENCED IN 2019-2020



- Dress for your day
- Agile / hybrid working
- Extended lunch breaks



- Mental health first aiders
- Flu jabs for all
- Fruit in offices
- Well-being and working from home support



- Employee forums
- Religion & faith interviews
- Formal arrangements for multi-faith rooms



- Reduced single use plastic
- Improved recycling



PLANS FOR THE COMING YEAR

SOME OF THE INITIATIVES PLANNED

- We will continue to look at all aspects of wellbeing.
- This will include a Diversity & Inclusion culture change project, which has recently begun with an all staff survey.
- We will review all Talent Management processes that impact Talent Acquisition, Performance Management and Career Development, ensuring that they are as fair and transparent as possible. We are committed to making changes to bring about the outcomes that we have in our Vision.
- Finally, a holistic training needs analysis will allow us to re-launch our Menzies Academy for 2021 so that it delivers the technical, compliance and interpersonal skills training needed by employees to help them progress to their fullest potential.



MENZIES
ACADEMY