

RM Property & Facilities Solutions Ltd

2020 Gender Pay Report

We employ approximately 2600 people across the UK in Engineering, Soft Services or working in a Support function to support the Royal Mail Estate. We firmly believe that every employee plays a vital role in the success of our nationwide company. Our commitment to learning and development is underpinned by a range of learning and personal development opportunities throughout all levels in the business. Due to the Covid pandemic some of these activities have been conducted remotely.

We are an equal opportunities employer; having respect for others is an integral part of our culture and one of our core values. Royal Mail Property & Facilities Solutions continues to meet the Investor in People Standard and we are very proud of its success.

RM PFS has a Diversity Steering Board that is focused on all elements of diversity and inclusion including gender. to understand how we can support under-represented groups within the business. All recruiting managers are trained in unconscious bias. Over time, we expect these activities to have a positive impact on our gender pay gap.

April 2020 Total Pay Gap & Pay Quartiles at 5th April 2020

The Total Pay Gap is the difference between male and female total pay, which includes pay, allowances and bonus. On a mean basis, men were paid 28 per cent more than women meaning the gap has narrowed compared to the 2019 figure. On a median basis they were paid 25.3 per cent more, slight increase compared to the 2019 figure but reduced from 31.4% in 2018.

RM PFS has two main groups of employees:

- cleaners, of whom a greater proportion are women; and
- higher paid engineers, of whom a greater proportion are men.

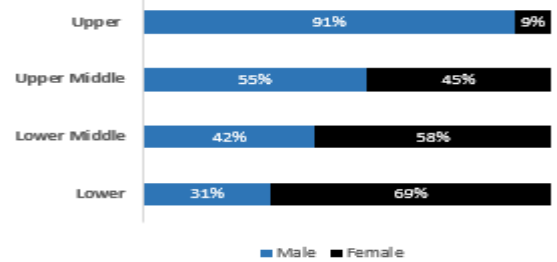
The management teams of these two groups also have similar characteristics. This results in a Total Pay Gap in favour of men.

The Total Pay Quartiles are the percentages of men and women in each quartile, ranked by April 2020 Total Pay hourly rate. The cleaner and engineer gender profiles also drive the quartile percentages, which is why the lower two quartiles have higher female representation and the two upper quartiles have higher male representation.

April 2020 Total Pay Gap

	2019	2020
Mean	29.6% (male > female)	28.0% (male > female)
Median	24.9% (male > female)	25.3% (male > female)

Total Pay Quartiles



2019-20 Bonus Gap & Proportions Receiving a Bonus in 12 months preceding 5th April 2020

12.7 per cent of men and 10.4 per cent of women employed in April 2020 received a bonus during 2019-20,

On a mean basis, of those who received a bonus, men received 41.4 per cent more bonus than women. On a median basis, it was 43.8 per cent more. The reasons for the bonus differences are:

- The gender profiles described above also apply to the bonus gap.
- The bonus calculation is not adjusted for part-time working. Women are more likely to work part-time and therefore receive a smaller bonus based on their part-time hours. This skews the bonus gap in favour of men, who are less likely to work part-time.
- Bonuses generally (not just in RM PFS) increase with seniority, which can amplify these other two factors
- The majority of frontline employees did not receive a bonus.

2019-20 Bonus Gap

	2019	2020
Mean	37.9% (male > female)	41.4% (male > female)
Median	36.1% (male > female)	43.8% (male > female)

2019-20 Proportion Receiving a Bonus

	2019	2020
Female	10.4%	10.4%
Male	12.6%	12.7%

Declaration

I confirm that the data is accurate and in line with mandatory requirements.

Martin Gafsen
Group Director of Procurement, Property & Facilities Solutions