

MERTON GENDER PAY GAP FOR PUBLICATION AS AT 31/03/2020

Hourly Rate

Women's hourly rate is

7.9 % lower	4.3 % lower
(mean)	(median)

Pay quartiles

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

Top quartile

37% men	63% women
---------	-----------

Upper quartile

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

Lower middle quartile

27% men	73% women
---------	-----------

Lower quartile

26% men	74% women
---------	-----------

Bonus Pay

Women's bonus pay is

83.1% lower*	150.0% higher
(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

7.9%*	8.9%*
of men	of women

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

This page is intentionally left blank