

MERTON GENDER PAY GAP FOR PUBLICATION AS AT 31/03/2022

Hourly Rate

Women's hourly rate is

7.5 % lower (mean)	4.5 % lower (median)
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Pay quartiles

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

Top quartile

36% men	64% women
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Upper quartile

34% men	66% women
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Lower middle quartile

30% men	70% women
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Lower quartile

26% men	74% women
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Bonus Pay

Women's bonus pay is

68.3% lower* (mean)	54.6% higher (median)
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** Caused in Merton by a few mainly male bailiffs amongst a small data set earning high levels of bonus*

Who received bonus pay

3.5%* of men	1.6%* of women
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** Noting bonus includes retention payments, merit pay, and long service awards.*

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