

Royal Mail Property & Facilities Solutions Ltd 2022 Gender Pay Report

Introduction and context

We employ approximately 2,400 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.

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.

Our Total Pay Gap (as at 5 April 2022)

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 25.2% more than women meaning the gap has once again narrowed compared to the 2019, 2020 and 2021 figures. On a median basis men were paid 18.8% more, which has also narrowed compared to previous years.

RM PFSL 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.

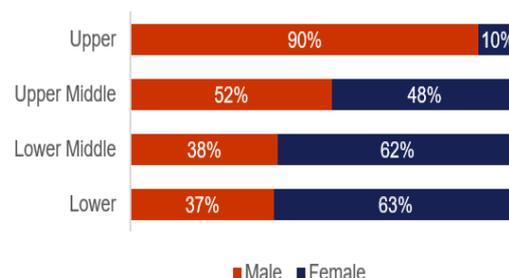
The management teams of these two groups also have similar characteristics. This results in the Total Pay Gap remaining in favour of men.

The Total Pay Quartiles are the percentages of men and women in each quartile. 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

Figure 1: Total Pay Gap

	April 2021	April 2022
Mean	26.4% (Male>Female)	25.2% (Male>Female)
Median	21.5% (Male>Female)	18.8% (Male>Female)

Figure 2: Total Pay Quartiles



Our Bonus Gap (in the 12 months preceding 5 April 2022)

The 2021 bonus gap figures are unique compared to all other years due to a one-off Covid 19 payment being made to groups of staff who don't usually receive a discretionary payment. The 2022 mean and median bonus gaps have reverted back to be similar to pre pandemic figures.

On a mean basis, of those who received a bonus, men received 50.7% more bonus than women. On a median basis, it was 53.8% more. The reasons for the bonus differences are:

- The gender profiles described above also apply to the bonus eligible managers with females more likely to be managers of cleaning services and men

Figure 3: Bonus Gap

	2021	2022
Mean	33.8% (Male>Female)	50.7% (Male>Female)
Median	33.3% (Male>Female)	53.8% (Male>Female)

engineering services.

- In the reporting year bonus was paid as a percentage of basic salary and one third of the leadership team are female.
- Bonuses generally (not just in RM PFSL) increase with seniority, which can amplify these other two factors

Declaration

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



Zareena Brown
Group Director of Procurement, Property & Facilities
Solutions

Figure 4: Proportion receiving a bonus

	2021	2022
Female	90.4%	9.4%
Male	91.7%	9.0%