



**PAM OH Solutions**

# **Gender Pay Reporting 2023**

## People Asset Management Limited



**Nicola O'Shea**  
Managing Director  
People Asset Management Limited

**James Murphy**  
Chief Executive Officer  
PAM Group

[www.pamgroup.co.uk](http://www.pamgroup.co.uk)



**We are delighted to publish our Gender Pay Gap Report 2023. This report prepared using data from April 2023 gathered in line with Government legislation, allows us to demonstrate our commitment to equality in our reward structures and broader commitment to ensuring People Asset Management continues to thrive as a diverse and inclusive community.**

It is encouraging to note that in contrast to many other organisations our median pay gap percentage is extremely low, at 2%. This statistic, one which is supported by the ONS as a better indicator of typical average earnings than the mean measure, indicates that when looking at direct male/female comparators we are in a positive position. However, we appreciate that our mean pay gap demonstrates that there is always more to be done. Whilst no single measure can eliminate the gap, and reduction of the same is a long-term commitment, we feel that we have made positive advancements which will support our aim to ensure equality, inclusion and diversity across our business.

We truly believe that everyone has talent and something unique to bring to our company. As such we are committed to creating an inclusive workplace where employees of all backgrounds are treated equally and can contribute fully to our success. We will continue to work hard to improve and create opportunity and enterprise that will challenge our current culture and working practices. This commitment is not only central to our values but also critical to our success, as we recognise that difference drives innovative thinking, diversity of thought and promotes higher levels of engagement.

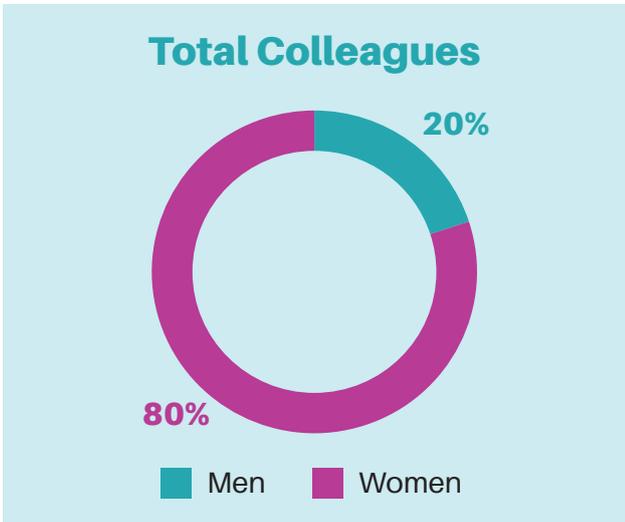
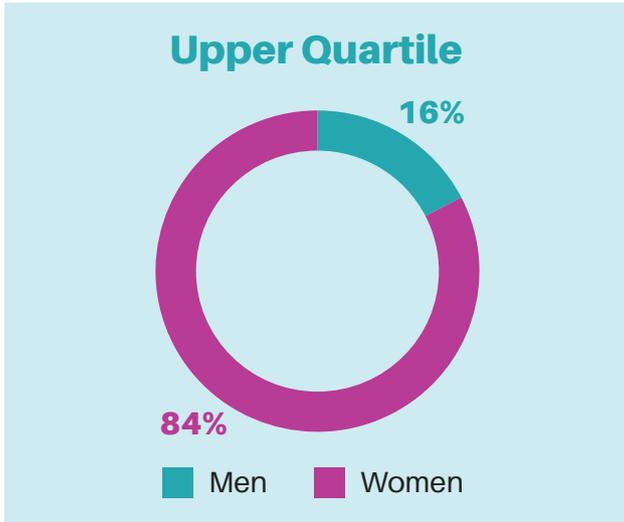
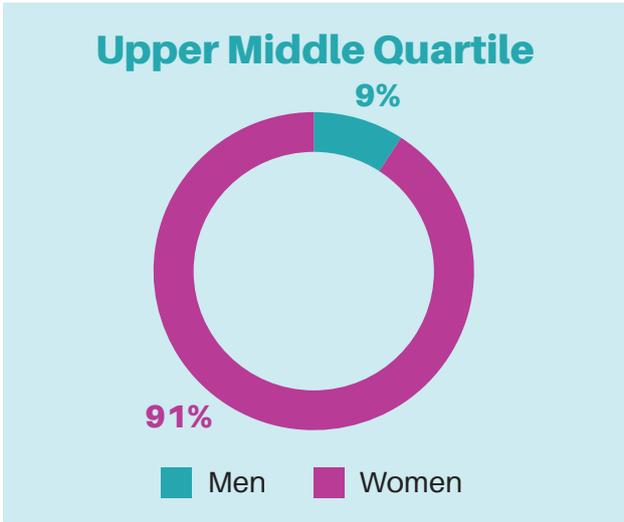
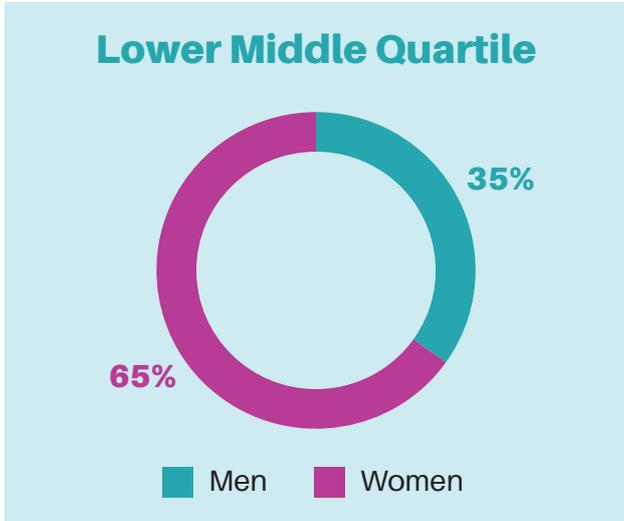
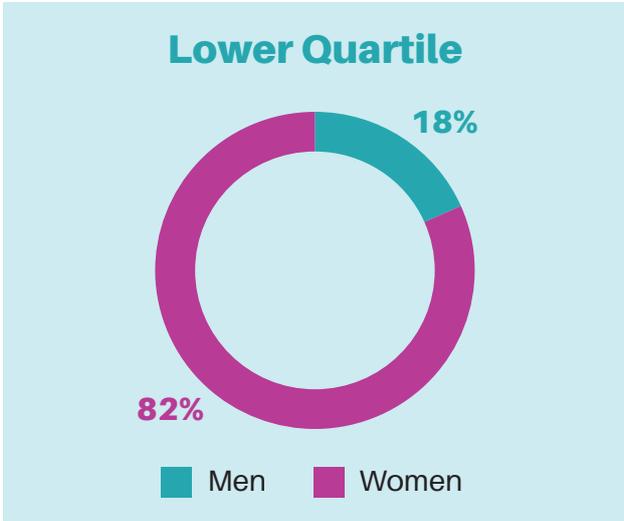


**James Murphy**  
CEO





# Colleague Profile





**80% of the organisation are women who are well represented across our entire structure at every level. We have a high representation of women in our senior leadership team, including on our Executive Board.**

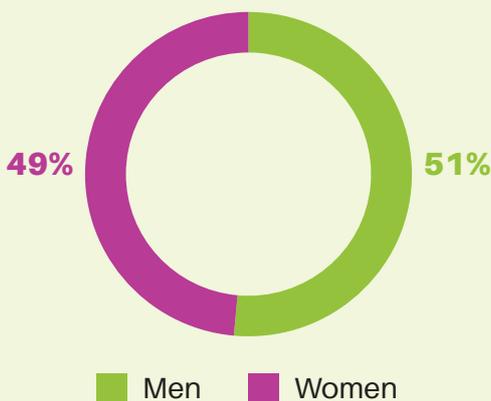
**Our gender pay gap arises from three key factors:**

- 1** There are fewer men working in the quartiles as the industry is a predominantly women led sector.
- 2** We have more men than women working in certain specialist roles, which attract higher rates of pay than other roles at similar levels of seniority.
- 3** A significant percentage the women workforce who work part-time in comparison to males that work full-time, which is further evidenced by our median range.

At PAM we focus on recruiting the right person for the role and we will continue in this way. We also encourage the promotion of internal candidates to help our colleagues achieve career growth within our businesses. We have a number of female colleagues in our Executive and Senior Leadership Teams who initially joined the business at entry level or mid-level and have developed their careers with us. We will continue to promote this type of growth and development.

## Gender Pay Data

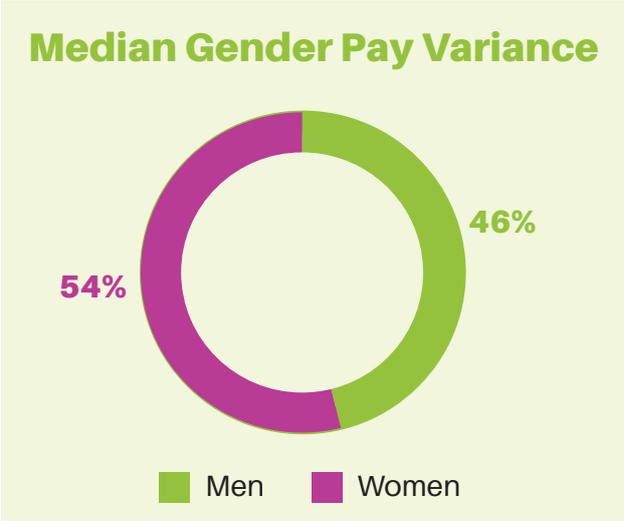
### Mean Gender Pay Variance



**PAM’s mean gender pay gap is 2%. This is the calculation of the mean hourly pay for men being 2% greater than the equivalent mean calculation for women**

PAM’s mean gender pay gap is 2% and its median gender pay gap is 8%. The UK national averages are 15.4% and 7.9% respectively. We are pleased to be below the national average for the mean range but recognise that there is more for us to do, and we are committed to continuing to work to reduce the gap for the mean figures as we have done in previous years, having achieved a reduction from last year.





**PAM's median gender pay gap is 8% This is the calculation of the average hourly rate of pay for women being 8% greater than the average hourly rate for men.**

**This supports the number of women employed versus the number of men.**

We will continue to seek equality in earnings and salary irrespective of gender, whilst at the same time employing and promoting the right person for the role. Our improvement actions include:

- Reviewing our recruitment practices to understand why we fail to attract more men into entry level roles.
- Continuing to attract more females into specialist and technical roles.
- Using gender data and evidence to inform our priorities for action.

## Bonus Payments

As well as salaries some of our colleagues earn bonus payment based on the performance of our business. In 2023 the following bonus payments were made.

Gender %	
<b>Women</b>	<b>2%</b>
<b>Men</b>	<b>1%</b>



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