

Gender Pay Gap Report 2023

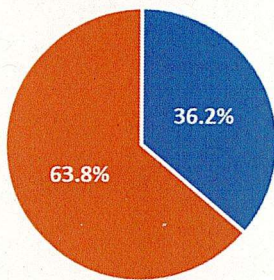
A positive percentage value is the extent to which women earn less than men on average per hour, where a negative percentage value indicates the value women earn more than men on average per hour.

At the snapshot date, the Directorate team may have been 60% women, but the rail industry remains male dominated, especially in operational grades. As of the snapshot date, 29.6% of station grade staff were women. Compare this to front-line operational roles however, where 22.9% of Train Managers are women and only 9.1% of Drivers. The low representation in the driver grade has a particularly noticeable impact on the mean gender pay gap. It's essential that work continues to develop an increasingly representative team.

The majority of employees are paid salaries within an agreed pay matrix however, and with that we remain confident in equal pay for equivalent roles in the organisation. Increases in pay are collectively bargained with three recognised trade unions.

Proportion of colleagues awarded a bonus up to April 2023

Proportion of Staff Receiving Bonus

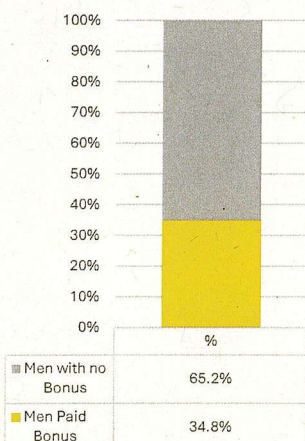


■ Staff Paid Bonus ■ Staff with no Bonus

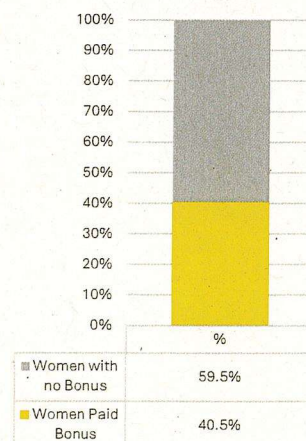
Bonus calculations include all paid bonuses within 12 months of the snapshot date. This includes management grade incentives, long service payments, and monetary rewards which can be paid in a variety of forms. 36% of the workforce received a bonus in the relevant period. The majority of payments were through long service awards and a reward and recognition scheme. There were no management incentive bonuses paid, however directors did receive bonuses.

Proportionately, women were more likely than men to receive a bonus, at 40.5% to 34.8% respectively.

Bonus Paid to Men



Bonus Paid to Women



The mean bonus pay gap is -77.3%. For every £1 a man is paid as a bonus, a woman would be paid £1.77. The majority of the directorate team were women in the 12 months to the snapshot date, and with fewer long service or reward payments made, the mean bonus pay for women is higher in comparison to men's. The median bonus pay gap, which is less affected by outliers, is 0%.

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In committing to be a diverse and inclusive organisation, Merseyrail aims to be representative of the community we serve. As an employer of choice in the local region, Merseyrail is dedicated to fairness and equality, and the elimination of discrimination throughout the workplace irrespective of any protected characteristics, including gender.

Gender pay reporting highlights the difference between the average hourly earnings of men and women, and below is the reporting which shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5th April 2023.

Difference Between Men & Women	Mean	Median
Gender Pay Gap	13.01%	6.45%

On average, a man is paid 13.01% more than a woman, which means that for each £1 a man earns at Merseyrail, a woman will earn 87p. When using the median, a man is paid 6.45% more than a woman, which means that for each £1 a man earns at Merseyrail, a woman will earn 94p.



25% of Merseyrail staff are women, represented by grey in this report.

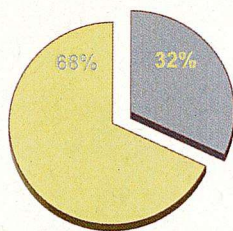
75% of Merseyrail staff are men, represented by yellow in this report.



Pay Quartiles

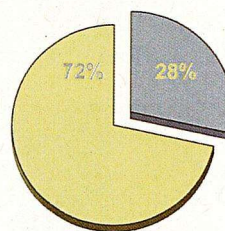
Each quartile represents 303.75 employees, with the total number of staff across the business being 1,215.

Lower Hourly Pay Quarter



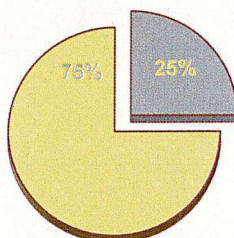
Pay Gap 0.36%

Lower Middle Hourly Pay Quarter



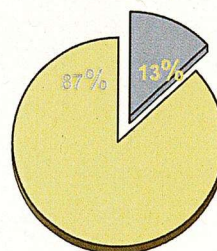
Pay Gap 0.93%

Upper Middle Hourly Pay Quarter



Pay Gap 1.32%

Upper Hourly Pay Quarter



Pay Gap -7.51%

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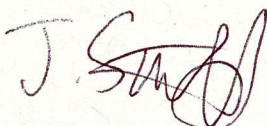
2024;

Focus Going Forward

- Merseyrail is committed to the Rail Industry Association and Women in Rail 'Equality, Diversity & Inclusion Charter', a pledge for positive culture change across the industry, the Women in Merseyrail network is an opportunity to give support and network internally and externally, and training for management includes advice on how to effectively support issues that may impact female members of staff.
- We shall continue to promote our internal diversity and inclusion initiatives and we intend to relaunch our 'Women in Merseyrail' support network with a specific focus on mentoring female employees.
- Use our community links to promote the rail industry to school children from primary through to senior schools.
- Work collaboratively with our trade unions, ASLEF, RMT and TSSA, to focus on bringing in more female employees into front line operational roles.

In our commitment to positive change, we hope to showcase that we are an attractive employer for female candidates.

I can confirm that the data report is accurate and should you have any questions about our gender pay gap report please contact mediaenquiries@merseyrail.org



James Smith
HR Director
Merseyrail Electrics 2002 Limited

