

Merseyrail are committed to eliminating discrimination and encouraging diversity amongst our workforce, and we strive to be truly representative of all sections of the society which we serve. Below is the 2018 gender pay gap reporting for our organisation.

## Pay Gap

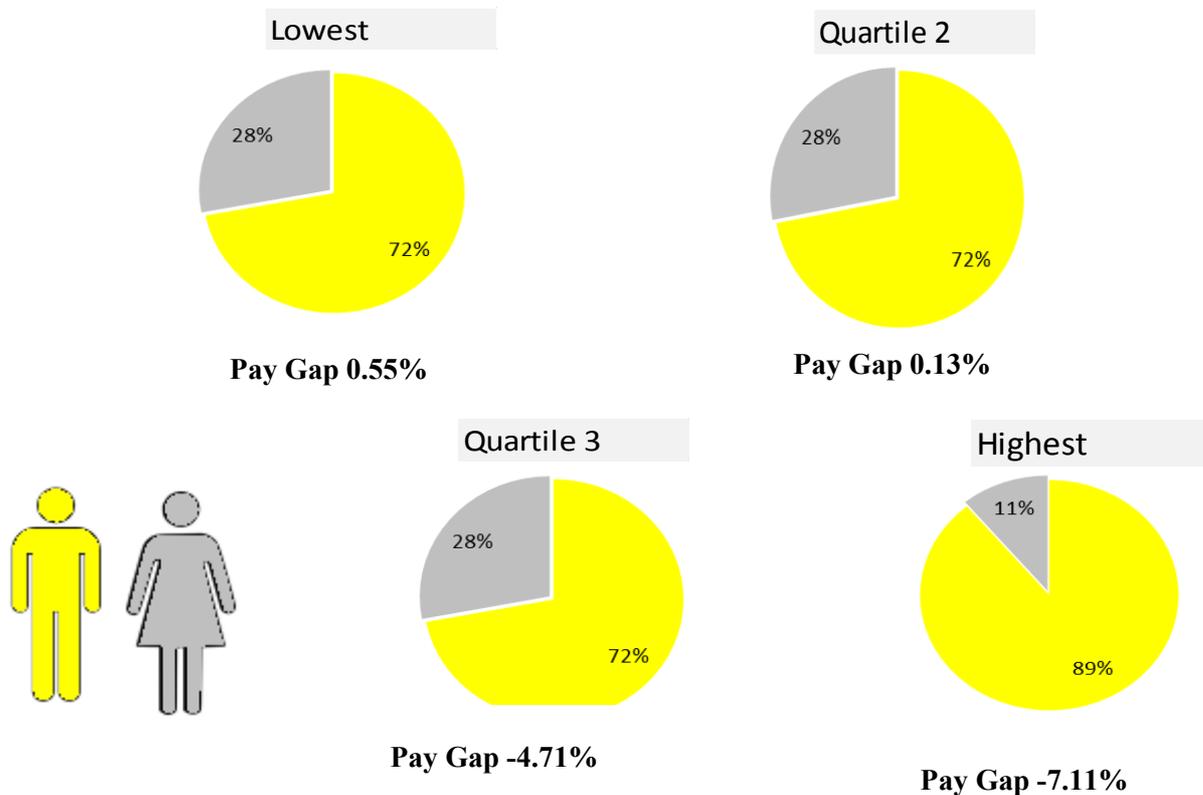
	<u>Difference Between Men and Women</u>	
	<u>Mean</u>	<u>Median</u>
<b>Hourly Rate</b>	<b>8.70%</b>	<b>0.77%</b>
<b>Bonus Paid</b>	<b>15.14%</b>	<b>5.18%</b>

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the 5<sup>th</sup> April, which shows a reduction from 2017 figures of 0.40% for mean rate and a 6.37% reduction for median rate. It also captures the mean and median difference between bonuses paid to men and women in the year up to April 2018.

Due to the timing of when bonuses were paid within the company, only 5 employees out of 1197 were paid a bonus in the reference period, which would explain why there is a big disparity based on the figures from 2017 of 8.30% for mean and 16.59% for median respectively.

## Pay Quartiles

The below charts highlight the gender distribution at Merseyrail across four equally sized quartiles, each containing around 300 colleagues.



Merseyrail continues to be an employer of choice for the local city region and we are committed in ensuring our employees are rewarded equally and fairly, regardless of their gender or any other protected characteristic.

We are confident that men and women are equally paid for doing equivalent jobs across the business as many salaries are achieved through collective bargaining with our 3 recognised trade unions. So for instance all Station Assistants, Guards and Drivers are all paid the same salary. However we cannot shy away from the fact that whilst our gender pay gap has reduced from 2017, we still have a differential of 8.7% between genders and Merseyrail is continues to be committed to addressing this issue.

The rail industry has historically been male-dominated in the higher paid roles falling within operational, engineering and management disciplines. As of the reporting date, 24% of our workforce were female (up from 22% in 2017) with the analysis showing that the proportion generally decreases through the higher pay quartiles as was the analysis last year. So for instance we have just over 7% female train drivers in the organisation and a drivers salary sits within the highest quartile. When we look at general management roles we have 30% females and in our senior management band we have a far better gender balance with 43% females. Within the team of Directors we have a 50/50 split of gender so the focus again pushes us focus on getting a better gender split into our higher paid frontline operational roles.

However it is important to focus on all quartiles and improve our overall gender split within the business. We have commenced a Women in Merseyrail group which will not only look at how we can attract more females into the business, especially in the poorly represented operational roles, it will also look at how we can support current employees in understanding the barriers that may currently restrict progression in the business. This group is in its infancy but has been very well received by the business and we hope that this, alongside other work taking place, will have a positive impact on our gender pay figures moving forward.

We have made links with organisations within our local communities dedicated to supporting females back into the workplace and we will be working in partnership with them to promote Merseyrail as an attractive employer to prospective 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](mailto:mediaenquiries@merseyrail.org)



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