

TSS (Total Security Services) Ltd

Gender Pay Gap Report

Written Statement



What is Gender Pay reporting?

The gender pay gap reporting requirements came into effect on 6 April 2017 as an amendment to the Equality Act 2010, requiring employers of over 250 employees to publish prescribed statistics relating to UK employee pay, for publication before 5 April 2018 (and annually thereafter). Gender pay gap reporting is part of the UK Government's strategy to reduce the gender pay gap in a generation.

TSS Reporting Figures:

In alignment with reporting requirements, TSS gender pay gap statistics, at 5 April 2017, are shown below:

Difference in hourly rate

Women's mean hourly rate is 10.8% higher than men's

Women's median hourly rate is 0.4% higher than men's

Proportion of women in each pay quartile

Top quartile (highest paid): 5% Women / 95% Men

Upper middle quartile: 4% Women / 96% Men

Lower middle quartile: 4% Women / 96% Men

Lower quartile (lowest paid): 6% Women / 94% Men

Bonus Pay:

88.7% of women received bonus pay

66.5% of men received bonus pay

Women's mean bonus pay is 3.5% lower than men's

Women's median bonus pay is 1.1% higher than men's



Ricky Gardezi
Managing Director