



# Gender Pay Gap Report

AM Support Services Ltd

AM Services Group Limited (part of AM Services Group) is required by law to publish an annual gender pay gap report with effect from April 2017.

The figures included in the report have been calculated using the standard method detailed in the regulations.

Our gender pay gap falls well below the national average. We believe the small difference we do have is due to the roles in which men and women work within our organisation and the hourly rate that these roles attract. For example, men are more likely to working in security operative roles which generally attract higher pay rates than cleaning operative roles where there are more female workers. These two types of role make up the majority of our workforce.

In addition our bonus payments are client driven and tend to be applied to security contracts rather than cleaning contracts.

We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.



Greg O'Brien  
Operations Director

<b>Reference Date</b>	05-Apr-2017			
<b>Report Type</b>	Annual			
<b>Total Employees</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	
	274	204	478	
<b>Pay</b>	<b>Male</b>	<b>Female</b>	<b>Difference</b>	
<b>Mean</b>	8.28	7.85	3%	
<b>Median</b>	7.65	7.50	2%	
<b>Pay</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
<b>Upper (75-100%)</b>	79	41	65.80%	34.20%
<b>Upper Middle (50-75%)</b>	75	44	63.00%	37.00%
<b>Lower Middle (25-50%)</b>	63	57	52.50%	47.50%
<b>Lower (0-25%)</b>	57	62	47.90%	52.10%
	274	204		
<b>Bonus</b>	<b>Male</b>	<b>Female</b>	<b>Difference</b>	
<b>Mean</b>	252.08	53.27	78.90%	
<b>Median</b>	62.05	6.87	88.90%	
<b>Number Receiving Bonus</b>	26	8		
<b>Percentage Receiving Bonus</b>	9.49%	3.92%		