

mirus Gender Pay Gap - April 2020

Difference between women and men

	Mean	Median
Pay Gap		
Women's hourly pay is:	2.5% ↑	equal
Bonus Gap		
Women's bonus pay is:	4.8% ↓	equal

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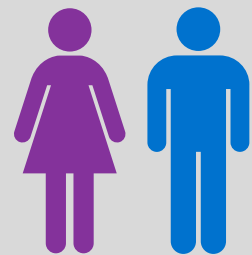
We are confident that the bonus pay gap is not an area of concern, as this calculation is based on payments made through our reward scheme, such as staff nominated awards. If this element were removed from the calculation we are positive that our gender pay gap would be equal across all areas

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Proportion of men and women receiving a bonus

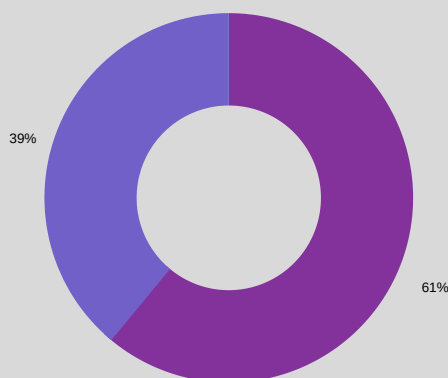


4.6%

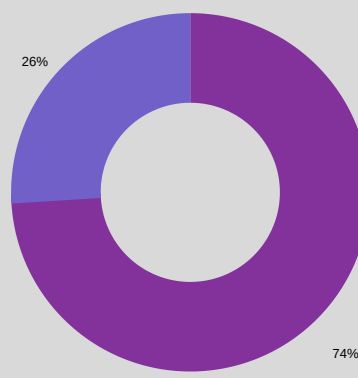


4.3%

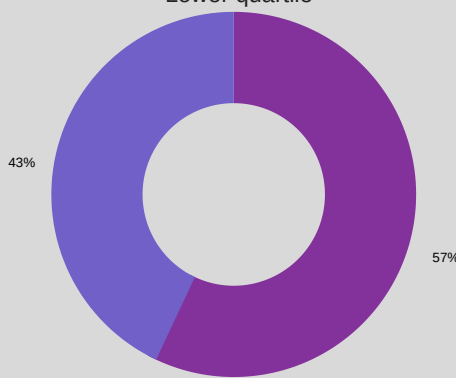
Proportion of men and women in each pay quartile



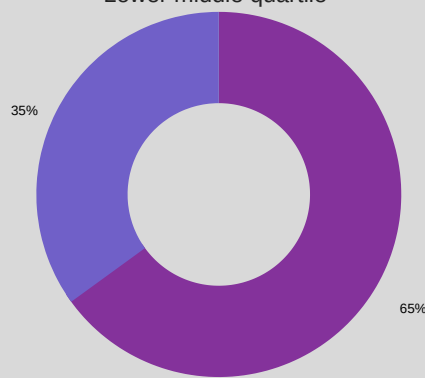
Lower quartile



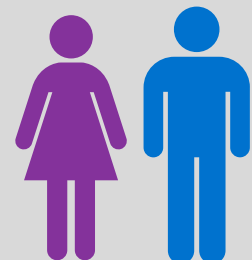
Lower middle quartile



Upper middle quartile



Top quartile



“I can confirm on behalf of mirus-Wales that the information published is accurate. Any queries please contact Kay Williams, Human Resources Director KayW@mirus-wales.org.uk”