

Gender Pay Report 2018 Petroineos Manufacturing Scotland Ltd

Petroineos Manufacturing Scotland Ltd (PMSL) operates Scotland's only crude oil refinery. Our employees at Grangemouth manufacture the bulk of the fuels delivered to the forecourts in Scotland and Northern Ireland and we are the sole suppliers of aviation fuel to Scotland's major airports. During the course of a day, we have the capacity to produce over 9 million litres of clean motor fuels (ULSP and ULSD).

We aim to establish and maintain a working environment where all employees are treated fairly and equally, ensuring equal opportunities for all. We value our employees and appreciate the benefits of having an inclusive and diverse workforce.

Under UK Legislation that came into effect in April 2017, businesses with more than 250 employees are required to publish data about their gender pay gap.

The new regulations require us to report on:	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Mean gender pay gap	
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

This report is based on a data as of April 2018, looking at hourly pay as defined in the regulations. This includes base pay and allowances along with any bonuses paid in the 12 months ending the 5th April 2018.

Our Population

Male 487 (87%) Female 73 (13%)

The proportion of women in our workforce has increased by 2% since 2017.

Pay

The gender pay gap relates to differences in average male and female pay within the organisation. It does not compare pay received by men and women doing the same or similar work, this is known as equal pay. Our technician pay structure and our robust job evaluation process provide us with a disciplined framework with which to evaluate roles and to group employees within our salary ranges providing a non-discriminatory pay system.

Difference between gross hourly earnings	
Mean	Median
15.1%	19.8%

Our evaluation indicates that the difference in average pay is a due primarily to having proportionately more men than women in senior, higher paid roles. Since our last report, the difference in mean earnings has decreased while the median difference has increased. This is a reflection of the increased proportion of women recruited in the last year, many in entry-level jobs.

Pay Quartiles

The proportion of male and females in each base pay quartile is shown below.

Quartile	Male	Female
Upper	90.7%	9.3%
Upper Middle	93.6%	6.4%
Lower Middle	91.4%	8.6%
Lower	72.1%	27.9%

Women make up 13% of our employees and are over-represented in the lower quartile. The middle quartiles represent our technician population where there are proportionately fewer women applying for and entering at apprentice level, however in recent years we have made efforts to address this and are seeing increasing numbers of female apprentices and early career engineers.

Bonus

Proportion of staff eligible to receive a bonus	
Male	Female
100%	100%

All of our employees are eligible for bonus.

Difference between bonus pay	
Mean	Median
6.8%	-2.6%

Going Forward

As an organisation, we are confident that our existing policies regarding recruitment, reward, maternity and flexible working already contribute to our ability to attract and retain women within our organisation. This has been reflected in the increasing proportion of women within our workforce.

We have a long tradition of working with local schools to promote and encourage the take up of STEM curriculum subjects. We continue to be actively involved in supporting and hosting events that enable pupils to meet and interact with positive female role models in our industry. As a result of this we are seeing increasing numbers of women entering our apprentice programme.



Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
Russell Mann, Refinery Manager



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Niall Browne, HR Manager