

# KINETIC RECRUITMENT SERVICES LIMITED

## Snapshot date

5 April 2017

## Address

Lancastrian Office Centre, Talbot Road Stretford, Manchester, Cheshire, M32 0FP

## Nature of business (SIC)

Administrative and support service activities

---

## Gender pay gap report

### Difference in hourly rate

#### About mean and median

Women's mean hourly rate is **13.8% lower** than men's

In other words when comparing mean hourly rates, **women earn 86p** for every **£1** that men earn.

Women's median hourly rate is **11.5% lower** than men's

In other words when comparing median hourly rates, **women earn 88p** for every **£1** that men earn.

---

## Proportion of women in each pay quartile

### About quartiles

Top quartile (highest paid)

**6% of the top quartile are women**

Upper middle quartile

**9.3% of the upper middle quartile are women**

Lower middle quartile

**19.2% of the lower middle quartile are women**

Lower quartile (lowest paid)

**22% of the lower quartile are women**

---

## Who received bonus pay

**18.4%** of women

**1.8%** of men

## Difference in bonus pay

Women's mean bonus pay is **270% higher** than men's

Women's median bonus pay is **0% lower** than men's

---

### MANAGEMENT & PROFESSIONAL

Technical, Project &  
Manufacturing Specialists

### SKILLED & TRADES

Blue Collar Engineers, Skilled  
Technicians & Trades People

### INDUSTRIAL

Manufacturing, Business  
Support & General Operatives