

PD PORTS' MEASURES

The following measures are those required under the Mandatory Gender Pay Gap legislation for PD Ports to be reported by 4th April 2018.

Measure	PD Port Services	PD Teesport
The Difference in the Mean Pay of Men and Women, Expressed as a Percentage (April 2017).	15%	15%
Difference in the Median Pay of Men and Women, Expressed as a Percentage (April 2017).	10%	16%
Difference in the Mean Bonus Pay of Men and Women, Expressed as a Percentage (May 2016 – April 2017).	37%	100%*
Difference in the Median Bonus Pay of Men and Women, Expressed as a Percentage (May 2016 – April 2017).	21%	100%*
Proportion of Males Receiving a Bonus (May 2016 – April 2017).	27%	43%
Proportion of Females Receiving a Bonus (May 2016 – April 2017).	6%	0%*

*No bonuses were paid to females in PDT in the period.

Number of Men and Women in the Four Quartile Pay Bands

Band	Description	PD Port Services No. of Employees		PD Teesport No. of Employees	
		Male	Female	Male	Female
A	Employees with hourly rate at or below the lower quartile.	72%	28%	87%	13%
B	Employees with hourly rate above the lower quartile but at or below the median.	90%	10%	97%	3%
C	Employees with hourly rate above the median but at or below the upper quartile.	90%	10%	99%	1%
D	Employees with hourly rate above the upper quartile.	85%	15%	96%	4%

Gender Pay Gap Statement Notes

- As required by the relevant legislation, the data in this report refer to the statutory companies, PD Teesport and PD Port Services. In these companies the significant majority of roles are operational in nature, and those roles have traditionally attracted male candidates rather than females, resulting in a naturally male-dominated workforce.
- In PD Teesport and PD Port Services, many of the female employees have opted to work in administrative roles where earnings tend to fall below the average, as these roles often do not attract additional payments such as high-grade duties, productivity or incentive payments that roles of a more operational nature do.
- Vacancies are advertised by means which are equally accessible to male and female candidates, yet male candidates are predominantly attracted to the operational roles.
- There is a 100% Gender Bonus Pay Gap within the PD Teesport statutory company as the females employed are exclusively in roles which do not attract a bonus or productivity/performance related payment.
- PD Teesport and PD Port Services focus on promoting and developing our employees which means that given the naturally male dominated workforce, males tend to be promoted in the operational roles which predominate within these statutory companies.
- Ultimately, the gender pay gaps for PD Teesport and PD Port Services do not result from paying men and women differently for the same or equivalent work, but from the different roles in which men and women are naturally attracted to and the fact that these roles attract the appropriate remuneration package for the skills, knowledge and experience specifically required for successful performance.

I can confirm that the information submitted is correct.



Russell McCallion
Group Human Resources Director