

# Proserv Gender Pay Gap Report 2017



## INTRODUCTION

Proserv is the fresh alternative in global energy services. We are a technology-driven company, providing product, services and bespoke solutions to clients across the drilling, production and decommissioning market sectors. We operate in 12 countries across 22 bases, employing around 1400 people worldwide.

Our operations in the UK employ approximately 600 people. From April 2018, all organisations who employ over 250 employees in the UK are required to report annually on their gender pay gap. The gender pay gap is defined as the difference in average earnings of men and women over a standard time period.



## GENDER PAY REPORTING

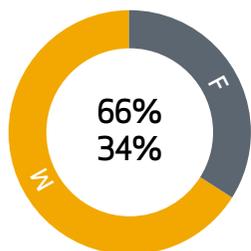
GENDER BALANCE AS OF APRIL 2017  
81% MALE | 19% FEMALE

**34.07%**

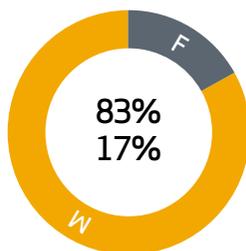
MEAN GENDER  
PAY GAP

**22.13%**

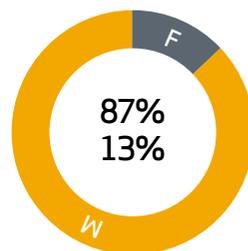
MEDIAN GENDER  
PAY GAP



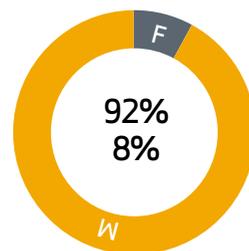
Proportion of men/  
women in lower  
quartile pay band



Proportion of men/  
women in lower middle  
quartile pay band



Proportion of men/  
women in upper middle  
quartile pay band



Proportion of men/  
women in upper quartile  
pay band

Mean bonus pay gap  
Median bonus pay gap  
Proportion of males receiving bonus  
Proportion of females receiving bonus

No bonus was paid by  
Proserv during the year  
preceding 5th April 2017  
and therefore there is nothing to report.

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) requires Proserv to publish information in 10 defined categories, to illustrate the difference between the average earnings of men and women in our organisation.

This information has, as the regulations require, been calculated as of April 2017.

## REASON BEHIND OUR NUMBERS

At 34%, Proserv realises that our gender pay gap is greater than the UK average (18%) for all industries.

Comprising pay data from over 13,000 UK employees in the oil and gas sector, Korn Ferry Hay Group reports that average pay for men and women in our industry sector indicates that men are paid 20.6% more than women.

So naturally, we want to understand what is driving our pay gap and understand what we can do to improve.



## REASON BEHIND OUR NUMBERS

### Key Findings

1. Our analysis, confirms that our gender pay gap is mainly attributable to the fact that a significantly higher proportion of males are employed in technical and operational roles, which in our industry typically attract higher rates of pay.  
In disciplines where there are predominantly more
2. females, these tend to be functional support roles, which traditionally attract lower rates of pay.  
In these support roles, where there is still a gender pay
3. gap in favour of males, this is typically because males generally occupy the higher paid roles within these disciplines.
4. In one support discipline, where 90% of employees are female, the gender pay gap is reversed.
5. The majority of senior management roles are held by males with technical or operational experience and these tend to be roles which attract the highest rates of pay.



## CONTEXT

Fuelling the Next Generation Report 2014, published by Oil and Gas UK shows that women make up 23% of the oil and gas workforce and 13% of the technical oil and gas workforce. This is broadly in line with other STEM (science, technology, engineering and mathematics) industry sectors such as water - 28%; defence - 26%; construction - 24% and aerospace - 12%.

We believe that Proserv can be classed as a STEM industry employer and research shows that approximately 6% of applications for roles with STEM industry employers are received from females.

Latest figures published by [www.stem.org.uk](http://www.stem.org.uk) in August 2015, show that women make up only 14.4% of all people working in STEM occupations.

In the engineering sector, where we believe Proserv sits, only 8.2% of the workforce are women.



## GENDER PAY GAP AND EQUAL PAY

Proserv believes that its gender pay gap is not an equal pay issue and that our approach to pay is gender neutral by design.

We also believe that within Proserv we have equality of opportunity for both men and women to apply for all roles and all internal promotion opportunities, and to access opportunities for training and development.



## ACTION PLAN

Proserv understands that closing the gender pay gap is not only the right thing to do, but is good for business too, as research shows that a more diverse and inclusive workforce helps business by bringing in new skills, greater creativity and innovation, more robust decision-making and higher levels of employee satisfaction and retention.

We are committed to taking the following actions to better understand and address our gender pay gap.



## ACTION PLAN

### Recruitment and Selection

We will monitor recruitment applications for all vacancies (both internal and external and irrespective of level or grade) to ascertain:

- The percentage of female applicants for our roles against male applicants
- How many applicants of each gender are subsequently interviewed
- The ratio of female and male appointments compared to the ratio of applicants

We will apply recruitment procedures based on competency assessments and objective candidate scoring systems, which are free from bias of any sort and to which recruiting managers are held accountable.



## ACTION PLAN

### **Promotion of the STEM Industry as a Viable Career Opportunity for Females**

We will continue our efforts to work with schools, colleges, universities, and employer forums, to promote the STEM industries as a viable career option for both females and males.

### **Flexible Work**

We will continue to support our flexible working policy for all roles in the organisation, with a focus on making any reasonable adjustments to enable equality of opportunity for all our employees.



## ACTION PLAN

### Pay Practices

We will review our annual pay awards and rewards packages (including bonus schemes) to ensure that these are linked to performance and ensure that females and males are treated fairly and equitably.

We will review our performance management system to ensure that there are no elements that adversely affect female employees.

We will undertake annual equal pay audits.



## ACTION PLAN

### Information and Training

To coincide with the publication of our gender pay gap report we will engage with our line managers to help them understand our gender pay gap and equip them with the knowledge and skills needed to engage with our action plan.

To coincide with the publication of our gender pay gap report we will take specific actions to inform our employees and engage with any employees who believe they have been adversely affected.

To coincide with the publication of our gender pay gap report we will engage with our employee representatives forum to help them understand our gender pay gap and equip them with the knowledge and skills needed to support employees who believe they have been adversely affected.



## STATEMENT OF COMMITMENT

I confirm the gender pay gap analysis contained in this report is accurate and signifies the commitment of Proserv UK management team to the action plan submitted with this report.

Davis Larssen  
Chief Operating Officer  
April 2018

