

## Gender pay gap service

**BETA** This is a new service – your [feedback \(/send-feedback\)](/send-feedback) will help us to improve it.

[Manage Employers](#) > [INDUSTRIA PERSONNEL SERVICES LTD.](#)

> 2018-19 Reporting year

# Review your gender pay gap data for snapshot date 05 April 2018

Reporting as INDUSTRIA PERSONNEL SERVICES LTD.

## 2018-19 Reporting year

**Percentage of men and women in each hourly pay quarter** [Edit](#)  
 ([/account/organisations/,EYkQ\\_zo5CQgqdELGNnRdBA!!/reporting-year-2018/report/figures#PayQuartersFieldset](/account/organisations/,EYkQ_zo5CQgqdELGNnRdBA!!/reporting-year-2018/report/figures#PayQuartersFieldset))

|                                 | Men   | Women |
|---------------------------------|-------|-------|
| Upper hourly pay quarter        | 78.9% | 21.1% |
| Upper middle hourly pay quarter | 76.7% | 23.3% |
| Lower middle hourly pay quarter | 74.4% | 25.6% |
| Lower hourly pay quarter        | 76.1% | 23.9% |

**Mean and Median gender pay gap using hourly pay** [Edit](#)  
 ([/account/organisations/,EYkQ\\_zo5CQgqdELGNnRdBA!!/reporting-year-2018/report/figures#HourlyPayFieldset](/account/organisations/,EYkQ_zo5CQgqdELGNnRdBA!!/reporting-year-2018/report/figures#HourlyPayFieldset))

|  |      |
|--|------|
| Mean gender pay gap using hourly pay   | 3%   |
| Median gender pay gap using hourly pay | 1.3% |

**Percentage of men and women who** [Edit](#)  
 ([/account/organisations/,EYkQ\\_zo5CQgqdELGNnRdBA!!/reporting-year-2018/report](/account/organisations/,EYkQ_zo5CQgqdELGNnRdBA!!/reporting-year-2018/report))

**received bonus pay** [year-2018/report/figures#BonusPayFieldset](#)

|  | Men | Women |
|--|-----|-------|
| Percentage of men and women who received bonus pay | 27% | 15.2% |

**Mean and Median gender pay gap using bonus pay** [Edit](#)  
[\(/account/organisations/,EYkQ\\_zo5CQggdELGNnRdBA!!/reporting-year-2018/report/figures#MeanBonusFieldset\)](#)

Mean gender pay gap using bonus pay -197.6%

Median gender pay gap using bonus pay 34.4%

**Person responsible in your organisation** [Edit](#)  
[\(/account/organisations/,EYkQ\\_zo5CQggdELGNnRdBA!!/reporting-year-2018/report/responsible-person\)](#)

Gary Tressler  
Finance Director

**Employee headcount** [Edit](#)  
[\(/account/organisations/,EYkQ\\_zo5CQggdELGNnRdBA!!/reporting-year-2018/report/size-of-organisation\)](#)

Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date 1000 to 4999

**Link to your gender pay gap information** [Edit](#)  
[\(/account/organisations/,EYkQ\\_zo5CQggdELGNnRdBA!!/reporting-year-2018/report/link-to-organisation-website\)](#)

<https://www.industria-jobs.co.uk/> (<https://www.industria-jobs.co.uk/>)

On submission your gender pay gap information will be published on the Gender pay gap service.

Submission of inaccurate data will mean your employer has not complied with the gender pay gap reporting regulations.