

Microsearch Gender Pay Gap Reporting 2023

Microsearch Laboratories provide food testing in three different laboratory types across two sites, both located in Calderdale. We have a variety of positions in the organisation, ranging from qualified technical roles to administration and transport, but our main roles are laboratory technicians.

Our recruitment and pay policies are not gender or racially discriminative. Overall, we currently employ more men than women. Reviewing the past 3 years reports we still have more women than men in senior positions. The mean average pay of 0.7% is in favour of women and the median is 3.9% in favour of men.

We still employ more men than women and this is more prevalent in our transport department. We do attempt to achieve a greater gender balance when opportunities are presented. All duties are incorporated into the hourly rate of pay and therefore we did not pay anyone a bonus.

Our data is provided in accordance with the criteria specified on www.gov.uk (gender pay gap) and I declare that this statement, the data, and the calculations are accurate to the best of my knowledge – Mark O’Connor, Managing Director

2023 Data:

			Mean	Median
Hourly Pay Gap	In favour of Men	In favour of Women	-0.7%	3.9%
Bonus Pay Gap	Not Applicable	Not Applicable	n/a	n/a

Gender Split by Quarter

