

Gender Pay Gap Report 2019

Appendix 2

The data for Octavia is as follows:

- Mean GPG: 26% (4% less than last year, 2% more than the first year)
- Median GPG: 29% (2% less than last year, 8% more than the first year)
- Mean BPG: 42% (12% more than last year, 12% less than the first year)
- Median BPG: 26% (23% more than last year, 16% less than the first year)
- Proportion Receiving a Bonus gap: 0% (1% change from last year)
- Upper Quartile: M 47% F 53% (no change from last year)
- Upper M Quartile: M 47% F 53% (a 1% change to Male)
- Lower M Quartile: M 19% F 81% (a 6% change to Male)
- Lower Quartile: M 16% F 84% (a 1% change to Female)

Action plan

Octavia acknowledges that we have a gender pay gap. Empowering women to achieve in our organisation is important to us and we will be exploring personal and career development measures.

We are also targeting our senior management vacancies and striving to get diverse appointments. We have achieved success in our senior management appointments however note that these are offset by changing numbers in similar roles.

We are auditing the measures we take, looking at best practice measures and partnering with others to offer a wider range of measures and support women to gain access to our management roles.

We have previously changed our approach to our performance recognition Bonus system and will review this as outcomes have varied and we intend to focus on recognising our staff as well as minimising any gaps.

I confirm the data reported is accurate.



Sandra Skeete
Chief Executive Officer
March 2020