

# Intercounty Truck & Van Ltd Gender Pay Gap Report 2024

Mercedes-Benz  
Intercounty Truck and Van



# The Gender Pay Gap Report



We ( Intercounty Truck & Van ) are an employer required by law to produce a Gender Pay Gap Report under the Equality Act 2010 ( Gender Pay Gap Reporting ) Regulations 2017.

The four areas we are focusing on are as follows:

- Gender pay gap (mean and median averages )
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. This is not the same as unequal pay which is paying men and women differently for performing the same (or similar) work.

## **What is the mean hourly pay gap?**

This is the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

## **What is the medium hourly pay gap?**

This is the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

## **What is the bonus proportion of males and females receiving a bonus payment?**

This is the proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

## **What is quartile pay?**

This shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.



# Our people make us who we are.

**Sales Department:** Sales roles with performance-based commissions and bonuses, offer some of the highest earning potential in our business. However, women remain underrepresented and there are currently none in these positions

**Marketing:** This department is solely female.

**Aftersales Departments:** This is the biggest area of our business and women are well represented in most departments including service advisors, parts personnel, workshop control, drivers and invoice clerks. However there are no female technicians in our workshops as although the earnings potential is high, it is not an environment which generally appeals to women.

**Apprentices:** We have female apprentices training as parts advisors, service advisors and one training as an HGV technician in our Peterborough Depot

**Accounts Department:** This department has only one male employee.

As a business we are extremely proud to have women involved in all key areas of our business but moving forward we have an underlying desire to build on the progress that collectively we have all made as one cohesive business.

# Our Results

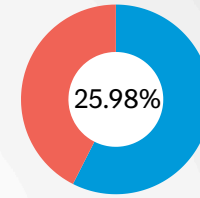
## Our Workforce - 298 Employees



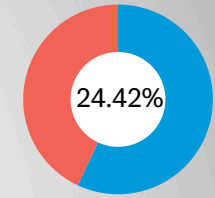
22.48%

77.52%

## Average GPG in hourly pay as a % of men's pay



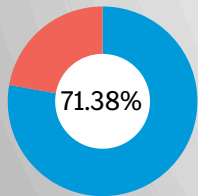
Mean Pay Gap



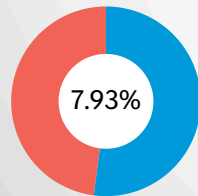
Median Pay Gap

## 2024 Bonus results

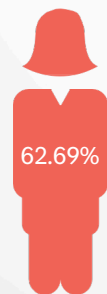
### Average GPG in bonus pay as a % of men's bonus pay



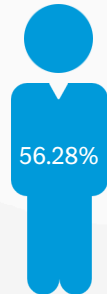
Mean Pay Gap



Median Pay Gap



Females  
Receiving  
Bonus



Males  
Receiving  
Bonus

## Quartile Results

