



Totalmobile

# Totalmobile

## Gender Pay Gap Report

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Learn More

# **Totalmobile is the leading provider of Field Service Management Software in the UK & Ireland**

We enable organisations to make work and  
the lives of their mobile workers better.

By equipping field service workers with highly usable and integrated  
solutions, we enable our customers to simplify processes, solve  
operational challenges and achieve transformational value.

# About Totalmobile

1,000

Organisations Supported

500,000

Mobile Workers Supported

£41.5M

FY21 Revenue

350+ Staff

175+ Technical Staff

## Equal Pay

*Totalmobile takes great pride in its inclusive, high-performance culture and we are an exciting and equitable place to work.*

*At Totalmobile each employee is paid according to their skills, experience and performance. No other factors affect our employee's pay. We strive to ensure that we are an Equal Pay employer, meaning that men and women performing equal work receive equal pay.*



*Working in the IT Industry, women make up a minority in the workforce at 27% versus 73% males, Totalmobile's pay gap reflects the higher salaries earned by the male dominated Executive Leadership and Senior Leadership teams. There are also significant levels of commissions and bonuses earned in the Sales and Professional Services teams where there are less females.*

*All figures reported are based on the snapshot date of 4th April 2022.*

*Percentage of men and women in each pay quarter:*

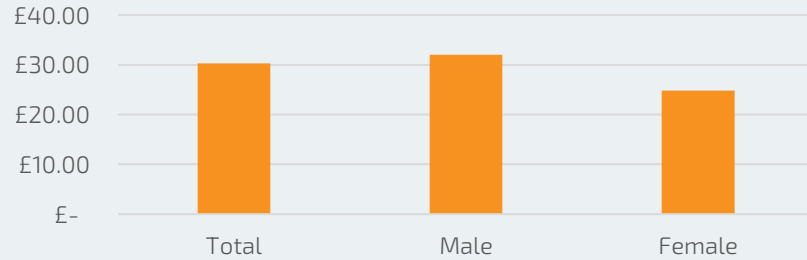
	lower hourly pay quarter Q1	lower middle hourly pay quarter Q2	upper middle hourly pay quarter Q3	upper hourly pay quarter Q4	
Upper values	19.32	25.21	35.50	129.79	
Total	74	74	74	75	TRUE
Male	45	57	57	67	TRUE
Female	29	17	17	8	TRUE
<b>Total %</b>					
<b>M %</b>	<b>61%</b>	<b>77%</b>	<b>77%</b>	<b>89%</b>	
<b>F %</b>	<b>39%</b>	<b>23%</b>	<b>23%</b>	<b>11%</b>	



## Summary Reports- Hourly Pay

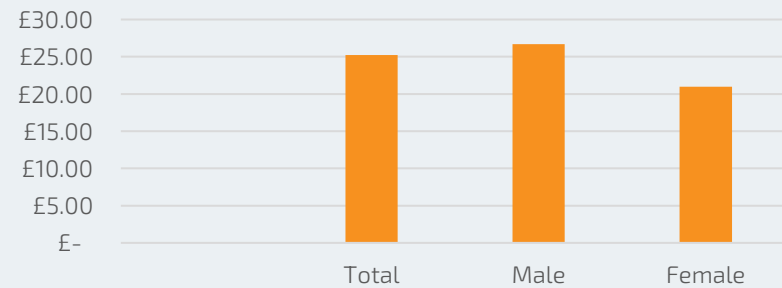
*Women are paid on average 23% less than men*

Mean Average Gender Pay Gap Using Hourly Pay



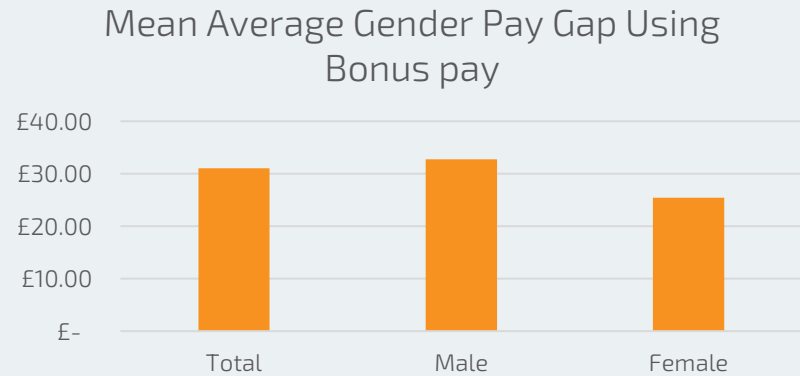
*Women are paid on average 21% less than men*

Median Gender Pay Gap Using Hourly Pay

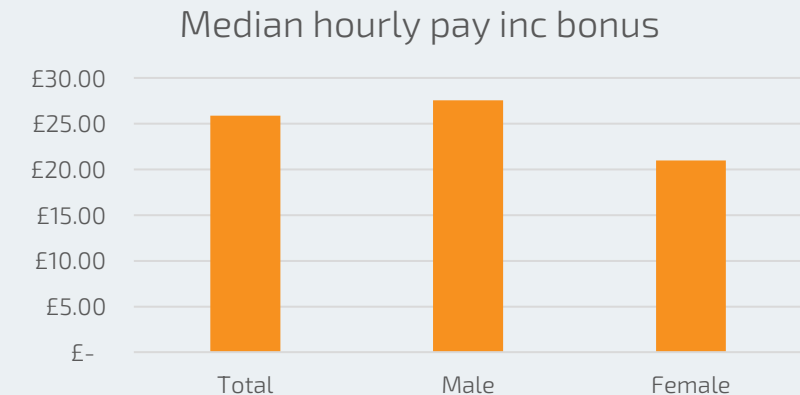


# Summary Reports – Bonus Payments

*Women are paid on average 22% less than men*



*Women are paid on average 24% less than men*



*Bonus payments include bonuses and commissions. 27% of males received bonuses versus 24% of females.*

*The amount of bonus varies due to the number of bonuses and commissions in the Development, Sales and Professional Services teams which are male dominated.*

*Equal Pay exists across the sales teams with all members paid with the same commission structure. This is also true for the Professional Services bonus scheme. There are some variances in bonuses for the development team due to historical differences and variances from acquired companies. These differences are in no way gender related.*

## Percentage of Men and Women receiving bonus payments

	Total	Eligible for bonus	Eligible for bonus %	Rceived bonus	Eligible & received bonus %
Total	297	78	26%	78	100%
Male	226	61	27%	61	100%
Female	71	17	24%	17	100%

# Gender Pay Gap Report

## Next Steps

*Totalmobile acknowledges the existence of a gender pay gap and is committed to take the following meaningful actions to address the pay gap.*

- *Conduct a comprehensive review of our compensation structure to identify gaps*
- *Implement Career Development paths*
- *Focus on recruitment strategies to attract diverse talent*
- *Regularly monitor and reporting on progress to close the Gender Pay Gap at Totalmobile*