

Medical and Dental Hourly Rate Comparisons by Medical Grade																								
BAME					White					Don't Know					Prefer not to say					Overall				
AIC Band	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Total Headcount	Total Average of Overall Hourly Rate	Overall Median Hourly Rate	Mean White vs BAME Pay Gap	Median White vs BAME Pay Gap			
Associate Adviser		0.00%			<=10	100.00%	50.36	50.36		0.00%				0.00%			<=10	50.36	50.36	100.00%	100.00%			
Associate Medical Director		0.00%			<=10	100.00%	57.47	57.47		0.00%				0.00%			<=10	57.47	57.47	100.00%	100.00%			
Associate Specialist	<=10	54.55%	46.35	45.88		0.00%			<=10	9.09%	45.88	45.88		0.00%			11	46.14	45.88	-1.02%	0.00%			
Clinical Director		0.00%				0.00%				0.00%			<=10	100.00%	46.73	46.73	<=10	46.73	46.73	N/A	N/A			
Clinical Lead Level 2		0.00%			<=10	100.00%	57.47	57.47		0.00%				0.00%			<=10	57.47	57.47	100.00%	100.00%			
Clinical Lead Level 3		0.00%			19	95.00%	51.47	51.47	<=10	5.00%	51.47	51.47		0.00%			20	51.47	51.47	100.00%	100.00%			
Consultant	34	12.69%	50.15	46.68	205	76.49%	51.74	49.75	15	5.60%	54.52	52.74	14	5.22%	53.91	55.77	268	51.80	49.75	3.06%	6.18%			
Dental Officer		0.00%			<=10	83.33%	30.09	30.85	<=10	16.67%	34.00	34.00		0.00%			<=10	30.74	32.42	100.00%	100.00%			
Dental Practice Adviser		0.00%			<=10	100.00%	88.57	88.57		0.00%				0.00%			<=10	88.57	88.57	100.00%	100.00%			
GPs (Various)		5.41%	45.92	45.92	32	86.49%	47.53	46.98	<=10	5.41%	40.00	40.00	<=10	2.70%	46.98	46.98	37	47.28	45.98	2.25%	3.95%			
Medical Director	<=10	0.00%				0.00%				0.00%				0.00%			<=10	68.06	68.06	100.00%	100.00%			
Senior Dental Officer		0.00%			<=10	85.71%	40.29	41.23	<=10	14.29%	41.23	41.23		0.00%			<=10	40.43	41.23	100.00%	100.00%			
Specialist Dental Officer		0.00%			<=10	100.00%	43.44	43.44		0.00%				0.00%			<=10	43.44	43.44	100.00%	100.00%			
Specialty Doctor	14	30.43%	33.42	35.04	25	54.35%	32.81	35.04	<=10	10.87%	33.36	33.23	<=10	4.35%	35.04	35.04	46	33.15	35.04	-1.86%	0.00%			
Specialty Registrars/Clinical Fellows	11	28.21%	19.57	17.76	26	66.67%	19.04	18.47	<=10	2.56%	16.73	16.73	<=10	2.56%	20.05	20.05	39	19.16	17.76	-2.78%	3.87%			
<b>Grand Total</b>	<b>67</b>	<b>15.12%</b>	<b>41.17</b>	<b>45.41</b>	<b>330</b>	<b>74.49%</b>	<b>46.93</b>	<b>46.98</b>	<b>27</b>	<b>6.09%</b>	<b>46.44</b>	<b>46.68</b>	<b>19</b>	<b>4.29%</b>	<b>49.40</b>	<b>49.71</b>	<b>443</b>	<b>46.13</b>	<b>46.68</b>	<b>12.27%</b>	<b>3.34%</b>			

N.B. Numbers <=10 have been suppressed to avoid being personally identifiable

Senior Manager Hourly Rate Comparison																								
BAME					White					Don't Know					Prefer not to say					Overall				
AIC Band	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Total Headcount	Total Average of Overall Hourly Rate	Overall Median Hourly Rate	Mean White vs BAME Pay Gap	Median White vs BAME Pay Gap			
Chairperson		0.00%			<=10	100.00%	16.74	16.74		0.00%				0.00%			<=10	16.74	16.74	100.00%	100.00%			
Executive Manager Grade C		0.00%			<=10	50.00%	33.49	33.49		0.00%			<=10	50.00%	33.49	33.49	<=10	33.49	33.49	100.00%	100.00%			
Executive Manager Grade D		0.00%			<=10	100.00%	40.91	40.91		0.00%				0.00%			<=10	40.91	40.91	100.00%	100.00%			
Executive Manager Grade D (Prot)		0.00%			<=10	100.00%	42.68	42.68		0.00%				0.00%			<=10	42.68	42.68	100.00%	100.00%			
Executive Manager Grade E	<=10	16.67%	53.42	53.42	<=10	83.33%	50.90	50.44		0.00%				0.00%			<=10	51.32	51.42	-4.93%	-5.90%			
Executive Manager Grade G		0.00%				0.00%			<=10	100.00%	65.19	65.19		0.00%			<=10	65.19	65.19	N/A	N/A			
Non-Executive Board Member		0.00%			<=10	55.56%	4.52	4.52	<=10	22.22%	4.52	4.52	<=10	22.22%	4.52	4.52	<=10	4.52	4.52	100.00%	100.00%			
Senior Manager Grade A		0.00%			<=10	100.00%	34.39	34.39	<=10	20.00%	34.39	34.39		0.00%			<=10	34.39	34.39	100.00%	100.00%			
Senior Manager Grade B		0.00%			<=10	100.00%	39.46	39.46		0.00%				0.00%			<=10	39.46	39.46	100.00%	100.00%			
Senior Manager Grade C		0.00%			<=10	100.00%	42.48	42.48		0.00%				0.00%			<=10	42.48	42.48	100.00%	100.00%			
Senior Manager Grade D		0.00%			<=10	100.00%	48.77	48.77		0.00%				0.00%			<=10	48.77	48.77	100.00%	100.00%			
Senior Manager Grade E		0.00%				0.00%			<=10	100.00%	49.69	49.69		0.00%			<=10	49.69	49.69	N/A	N/A			
<b>Grand Total</b>	<b>&lt;=10</b>	<b>3.13%</b>	<b>53.42</b>	<b>53.42</b>	<b>23</b>	<b>71.88%</b>	<b>33.50</b>	<b>39.46</b>	<b>&lt;=10</b>	<b>15.63%</b>	<b>31.66</b>	<b>34.39</b>	<b>&lt;=10</b>	<b>9.38%</b>	<b>14.18</b>	<b>4.52</b>	<b>32</b>	<b>32.02</b>	<b>34.39</b>	<b>-59.47%</b>	<b>-35.38%</b>			

Agenda for Change Job Families Hourly Rate Comparison																								
BAME					White					Don't Know					Prefer not to say					Overall				
Job Family	AIC Band	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Headcount	% of Total Headcount	Average of Overall Hourly Rate	Median Hourly Rate	Total Headcount	Total Average of Overall Hourly Rate	Overall Median Hourly Rate	Mean White vs BAME Pay Gap	Median White vs BAME Pay Gap		
ADMINISTRATIVE SERVICES	Band 2	<=10	1.03%	10.71	11.05	253	86.64%	10.84	11.05	33	11.30%	10.68	11.05	<=10	1.03%	11.05	11.05	292	10.82	11.05	1.14%	0.00%		
	Band 3	<=10	0.92%	11.10	11.10	188	86.64%	11.79	12.07	25	11.52%	11.68	12.07	<=10	0.92%	12.07	12.07	217	11.78	12.07	5.85%	8.02%		
	Band 4	<=10	0.73%	13.29	13.29	249	90.88%	13.08	13.29	17	6.20%	12.88	13.29	<=10	2.19%	12.90	12.88	274	13.06	13.29	-1.62%	0.00%		
	Band 5	<=10	0.78%	13.35	13.35	112	86.82%	15.04	14.34	13	10.08%	15.38	16.83	<=10	2.33%	16.83	16.83	129	15.10	14.34	11.23%	6.93%		
	Band 6	<=10	3.26%	18.22	16.91	72	78.26%	18.89	17.71	<=10	9.78%	19.18	20.83	<=10	8.70%	20.34	20.83	92	19.02	20.83	3.55%	4.52%		
	Band 7	<=10	3.30%	21.19	20.90	69	75.82%	23.14	24.47	13	14.29%	22.95	24.47	<=10	6.99%	23.28	24.47	91	23.05	24.47	8.43%	14.58%		
	Band 8A	<=10	3.70%	26.06	26.06	19	70.37%	27.05	26.06	15	22.22%	27.10	27.10	<=10	3.70%	26.06	26.06	27	26.06	26.06	3.83%	0.00%		
	Band 8B	<=10	0.00%			19	82.61%	33.13	33.76	<=10	17.39%	32.56	32.56		0.00%			23	33.03	33.76	100.00%	100.00%		
	Band 8C	<=10	0.00%			<=10	90.00%	38.89	37.59	<=10	0.00%			<=10	10.00%	37.59	37.59	<=10	38.76	37.59	100.00%	100.00%		
	Band 9	<=10	0.00%			<=10	100.00%	56.50	56.50		0.00%			<=10	0.00%			<=10	56.50	56.50	100.00%	100.00%		
<b>ADMINISTRATIVE SERVICES Total</b>	<b>15</b>	<b>1.30%</b>	<b>15.90</b>	<b>13.35</b>	<b>991</b>	<b>85.73%</b>	<b>14.54</b>	<b>13.29</b>	<b>120</b>	<b>10.38%</b>	<b>15.23</b>	<b>12.13</b>	<b>30</b>	<b>2.60%</b>	<b>18.38</b>	<b>18.87</b>	<b>1156</b>	<b>14.72</b>	<b>13.29</b>	<b>-9.41%</b>	<b>-0.47%</b>			
ALLIED HEALTH PROFESSION	Band 2		0.00%			20	90.91%	10.95	11.05	<=10	9.09%	11.05	11.05	<=10	0.00%			22	10.96	11.05	100.00%	100.00%		
	Band 3		0.00%			27	93.10%	11.89	12.07	<=10	6.90%	12.07	12.07	<=10	0.00%			29	11.90	12.07	100.00%	100.00%		
	Band 4		0.00%			41	95.35%	13.06	13.29	<=10	2.33%	13.29	13.29	<=10	0.00%			43	13.07	13.29	100.00%	100.00%		
	Band 5	<=10	4.55%	14.44	14.34	88	80.00%	14.80	14.34	15	13.64%	15.07	14.34	<=10	1.82%	13.35	13.35	110	14.80	14.34	2.42%	0.00%		
	Band 6	<=10	0.95%	20.83	20.83	194	91.94%	19.89	20.83	12	5.69%	18.62	17.71	<=10	1.42%	20.83	20.83	211	19.84	20.83	-4.77%	0.00%		
	Band 7	<=10	0.58%	20.90	20.90	167	93.30%	23.66	24.47	<=10	4.47%	23.24	24.47	<=10	2.64%	24.47	24.47	179	23.64	24.47	11.65%	14.58%		
	Band 8A		0.00%			34	91.89%	27.53	28.14	<=10	5.41%	26.06	26.06	<=10	2.70%	26.06	26.06	37	27.41	28.14	100.00%	100.00%		
	Band 8B		0.00%			<=10	100.00%	32.56	32.56	<=10	0.00%			<=10	0.00%			<=10	32.56	32.56	100.00%	100.00%		
	Band 8C	<=10	7.26%	16.85	14.34	575	90.55%	19.57	20.83	42	6.61%	17.79	16.91	<=10	1.57%	20.20	20.83	635	19.43	20.83	13.91%	31.14%		
	Band 9		0.00%			<=10	100.00%	20.83	20.83		0.00%			<=10	0.00%			<=10	20.83	20.83	100.00%	100.00%		
<b>ALLIED HEALTH PROFESSION Total</b>	<b>15</b>	<b>1.26%</b>	<b>16.85</b>	<b>14.34</b>	<b>575</b>	<b>90.55%</b>	<b>19.57</b>	<b>20.83</b>	<b>42</b>	<b>6.61%</b>	<b>17.79</b>	<b>16.91</b>	<b>&lt;=10</b>	<b>1.57%</b>	<b>20.20</b>									