					Medica	I and Dental H	lourly Rate Compa	arisons by Medica	I Grade												
			No				Yes			Dor	n't Know			Prefer no	t to say			Total	Overall Overall	Mean Disabled	Median Disabled
irade	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	Average of Overall Hourly Rate	Median Hourly	vs Non- Disabled	vs Non- Disabled Pay Gap
ssociate Adviser ssociate Medical Director	0 <=10	0.00% 100.00%	60.05	60.05	0	0.00%			0	0.00%			<=10 0	100.00% 0.00%	52.63	52.63	<=10 <=10	52.63 60.05	52.63 60.05	N/A N/A	N/A N/A
Associate Specialist Clinical Director Clinical Lead Level 2	<=10 0 <=10	18.18% 0.00% 75.00%	48.68	48.68	0	0.00% 0.00% 0.00%			<=10 0 0	81.82% 0.00% 0.00%	48.60	47.95	0 <=10 <=10	0.00% 100.00% 25.00%	48.83 60.05	48.83 60.05	11 <=10 <=10	48.62 48.83 60.05	47.95 48.83 60.05	N/A N/A N/A	N/A N/A N/A
Clinical Lead Level 2 Clinical Lead Level 3 Consultant	17 208	85.00% 76.19%	53.78 52.00	53.78 48.78	0 <=10	0.00%	53.44	53.44	<=10 60	10.00% 21.98%	53.78 60.55	53.78 59.81	<=10 <=10 <=10	5.00% 1.10%	53.78 53.46	53.78 51.95	20 273	53.78 53.90	53.78 51.95	N/A N/A 2.69%	N/A N/A 8.71%
Dental Officer Dental Practice Adviser	<=10 <=10	83.33% 100.00%	33.16 97.14	34.21 97.14	0	0.00%			<=10 0	16.67% 0.00%	35.53	35.53	0	0.00%			<=10 <=10	33.55 97.14	34.87 97.14	N/A N/A	N/A N/A
GPs (Various) ocum Consultant ocum Specialty Doctor	29 <=10 <=10	80.56% 81.82% 100.00%	48.15 50.91 25.93	49.09 51.95 25.93	0 0 0	0.00% 0.00% 0.00%			<=10 <=10 0	13.89% 18.18% 0.00%	45.91 58.28	44.57 58.28	<=10 0 0	5.56% 0.00% 0.00%	45.87	45.87	36 11 <=10	47.72 52.25 25.93	49.09 51.95 25.93	N/A N/A N/A	N/A N/A N/A
Aedical Director Senior Dental Officer	<=10 <=10 <=10	100.00% 100.00% 57.14%	70.57 42.60	70.57 43.09	0	0.00%			0	0.00%	42.43	43.09	0	0.00%			<=10 <=10 <=10	70.57 42.53	70.57 43.09	N/A N/A N/A	N/A N/A N/A
specialty Doctor specialty Registrars/Clinical Fellows	25 38	65.79% 100.00%	34.34 19.86	34.72 18.02	0	0.00%			11 0	28.95% 0.00%	38.85	40.40	<=10 0	5.26% 0.00%	36.62	36.62	38 38	35.77 19.86	36.62 18.02	N/A N/A	N/A N/A
Grand Total	346	76.55%	46.58	48.78	<=10	0.44%	53.44	53.44	93	20.58%	54.99	55.11	11	2.43%	49.15	51.95	452	48.40	48.78	12.83%	8.71%
.B. Numbers <=10 have been suppressed	to avoid being pe	erosnally identifi	able																		
			No			Senior Ma	nager Hourly Rate Yes	e Comparison		Do	n't Know			Prefer no	t to sav				Overall		
			Average of				Average of				Average of				Average of	Median		Total Average of	Overall Median	Mean Disabled vs Non-	Median Disabled vs Non-
rade hairperson	Headcount <=10	% of Total Headcount 100.00%	Overall Hourly Rate 17.06	Median Hourly Rate 35.63	Headcount	% of Total Headcount 0.00%	Overall Hourly Rate	Median Hourly Rate	Headcount	% of Total Headcount 0.00%	Overall Hourly Rate	Median Hourly Rate	Headcount	% of Total Headcount 0.00%	Overall Hourly Rate	Hourly Rate	Total Headcount <=10	Overall Hourly Rate	Hourly		Disabled Pay Gap N/A
xecutive Manager Grade C xecutive Manager Grade E	<=10 <=10 <=10	50.00% 57.14%	35.63 51.58	35.63 53.56	0	0.00%			<=10 <=10	50.00% 42.86%	35.63 56.03	35.63 57.35	0	0.00%			<=10 <=10	35.63	35.63	N/A N/A N/A	N/A N/A N/A
xecutive Manager Grade G on-Executive Board Member	0 <=10	0.00%	4.62	4.62	0 <=10	0.00%	4.62	4.62	<=10 <=10	100.00% 10.00%	71.70 4.62	71.70 4.62	0	0.00%			<=10 <=10	71.70 4.62	71.70 4.62	N/A 0.00%	N/A 0.00%
enior Manager Grade A enior Manager Grade B	<=10	50.00% 0.00%	36.54	36.54	0	0.00%			<=10 <=10	50.00% 100.00%	36.54 41.77	36.54 41.77	0	0.00%			<=10 <=10	36.54 41.77	36.54 41.77	N/A N/A	N/A N/A
enior Manager Grade C enior Manager Grade D enior Manager Grade E	<=10 <=10	100.00% 100.00% 0.00%	46.31 51.55	46.31 51.55	0	0.00% 0.00% 0.00%			0 0 <=10	0.00% 0.00% 100.00%	52.62	52.62	0	0.00% 0.00% 0.00%			<=10 <=10 <=10	46.31 51.55 52.62	46.31 51.55 52.62	N/A N/A N/A	N/A N/A N/A
rand Total		62.07%	25.94	26.34	<=10	3.45%	4.62	4.62	<=10	34.48%	44.75	46.95	0	0.00%	0.00	0.00	29	31.69	36.54		
						Ą	genda for Change	Job Families Hour	rly Rate Comparis	on											
			1	No				Yes			Don't	Know			Prefer no	t to say				Overall	
			% of Total	Average of Overall Hourly	Median		% of Total	Average of Overall Hourly	Median Hourly		% of Total	Average of Overall Hourly	Median		% of Total	Average of Overall Hourly	Median	Total	Total Average of Overall Hourly	Median Hourly	Mean M Disabled Di vs Non- vs Disabled Di
DMINISTRATIVE SERVICES	AfC Band Band 2	Headcount 189	Headcount 68.48%	Rate 11.84	Hourly Rate	<=10	Headcount 1.81%	Rate 11.77	Rate	Headcount 81	Headcount 29.35%	Rate 12.14	Hourly Rate 12.18	Headcount <=10	Headcount 0.36%	Rate 11.16	Hourly Rate 11.16	Headcount 276	Rate 11.93	Rate 12.18	Pay Gap Pa -0.60% 0
	Band 3 Band 4 Band 5	149 165	68.04% 59.14%	12.81 13.90	13.20 14.42 14.52	<=10 <=10	1.83% 1.43% 2.13%	12.47 13.83	12.23 13.83	65 108 35	29.68% 38.71% 37.23%	13.12 14.36 16.82	13.20 14.42	<=10 <=10	0.46% 0.72%	13.20 13.83	13.20 13.83 18.09	219 279 04	12.90 14.08	13.20 14.42 15.51	-2.70% - -0.49% 12.00% 1
	Band 5 Band 6 Band 7	56 63 56	59.57% 62.38% 58.33%	15.92 19.68 23.84	14.52 18.97 23.05	<=10 0 <=10	2.13% 0.00% 3.13%	18.09 24.62	18.09 25.83	35 33 36	37.23% 32.67% 37.50%	16.82 20.98 24.74	18.09 22.14 25.83	<=10 <=10 <=10	1.06% 4.95% 1.04%	18.09 22.14 25.83	18.09 22.14 25.83	94 101 96	16.32 20.23 24.22	15.51 18.97 25.83	12.00% 1 N/A 3.17% 1
	Band 8A Band 8B	12 19	58.33% 44.44% 65.52%	23.84 27.55 33.37	23.05 27.37 32.49	0 <=10	0.00%	34.89	34.89	14 <=10	51.85% 31.03%	24.74 28.46 34.09	25.83 28.46 34.89	<=10 <=10 0	3.70% 0.00%	25.83	29.54	27 29	24.22 28.09 33.65	25.83 27.37 32.49	N/A 4.34%
	Band 8C Band 8D	<=10 <=10	77.78% 66.67%	39.97 46.33	38.72 46.33	0	0.00%		04.00	<=10 <=10	22.22% 33.33%	38.72 46.33	38.72 46.33	0	0.00%			<=10 <=10	39.69 46.33	38.72 46.33	N/A N/A
DMINISTRATIVE SERVICES Total	Band 9	<=10 719	100.00% 63.40%	57.62 15.72	57.62 13.25	0 19	0.00%	16.26	13.25	0 384	0.00% 33.86%	16.64	14.42	0 12	0.00% 1.06%	19.68	22.14	<=10 1134	57.62 16.08		N/A 3.35%
	Band 2 Band 3 Band 4	17 17 29	70.83% 58.62% 60.42%	12.06 12.86 13.89	12.18 13.20 14.42	0 0 <=10	0.00% 0.00% 2.08%	14.42	14.42	<=10 12 18	25.00% 41.38% 37.50%	12.18 13.12 14.29	12.18 13.20 14.42	<=10 0	4.17% 0.00% 0.00%	11.16	11.16	24 29 48	12.05 12.96 14.05	12.18 13.20 14.42	N/A N/A 3.62% (
	Band 5 Band 6	84 167	94.38% 69.87%	15.31 20.29	14.42 14.52 22.14	0 <=10	0.00%	20.15	20.15	<=10 67	5.62% 28.03%	14.29 17.57 21.71	14.42 18.09 22.14	0 0 <=10	0.00%	21.08	22.14	89 239	14.05 15.43 20.70	14.42 14.52 22.14	N/A -0.68% -4
	Band 7 Band 8A	113 23	59.47% 53.49%	23.89 28.12	23.05 27.37	0 <=10	0.00% 2.33%	29.54	29.54	75 19	39.47% 44.19%	25.62 28.97	25.83 29.54	<=10 <=10 0	1.05% 0.00%	25.83	25.83	190 43	24.59 28.53	25.83 29.54	N/A 4.80% 7
LLIED HEALTH PROFESSION Total	Band 8B	<=10 452	50.00% 67.87%	33.69 19.72	33.69 18.97 22.14	0 <=10	0.00%	21.07	20.15	<=10 204	50.00% 30.63%	33.69 22.40	33.69 22.14	0 <=10	0.00%	21.01	22.14	<=10 666	33.69 20.56	33.69 22.14	N/A 6.38%
MBULANCE SERVICES Total	Band 6 Band 2	<=10 <=10 30	100.00% 100.00% 78.95%	22.14 22.14 11.91	22.14 22.14 12.18	0 0 0	0.00% 0.00% 0.00%		22.14 22.14	0 0 <=10	0.00% 0.00% 21.05%	12.18	12.18	0 0 0	0.00% 0.00% 0.00%			<=10 <=10 38	22.14 22.14 11.97	22.14 22.14 12.18	N/A N/A N/A
	Band 3 Band 4	21 15	47.73% 50.00%	12.55 13.80	12.23 13.25	<=10 0	2.27% 0.00%	13.20	13.20	22 15	50.00% 50.00%	13.20 14.42	13.20 14.42	0	0.00%			44 30	12.89 14.11	13.20 14.42	4.89% 7 N/A
	Band 5 Band 6	<=10 43	75.00% 55.13%	15.51 19.63	14.52 18.97	0 <=10	0.00% 1.28%	18.17	18.17	<=10 33	25.00% 42.31%	15.71 21.97	14.52 22.14	0 <=10	0.00% 1.28%	18.17	18.17	12 78	15.56 20.58	14.52 22.14	N/A -8.06% -4
	Band 7 Band 8A Band 8B	24 <=10 <=10	68.57% 63.64% 66.67%	24.31 27.99 33.69	25.83 27.37 33.69	0	0.00% 0.00% 0.00%			11 <=10 <=10	31.43% 36.36% 33.33%	24.84 27.91 32.49	25.83 27.37 32.49	0	0.00% 0.00% 0.00%			35 11 <=10	24.48 27.96 33.29	25.83 27.37 32.49	N/A N/A N/A
	Band 8C Band 8D	<=10 <=10 0	50.00% 0.00%	38.72	38.72	0	0.00%			<=10 <=10 <=10	50.00% 100.00%	41.64	41.64 48.39	0	0.00%			<=10 <=10 <=10	40.18	40.18 48.39	N/A N/A N/A
EALTHCARE SCIENCES Total	Band 2	154 <=10	59.92% 83.33%	17.95 11.98	16.06 12.18	<=10 0	0.78% 0.00%	15.68	15.68	100 <=10	38.91% 16.67%	19.16 12.18	22.14 12.18	<=10 0	0.39%	18.17	18.17	257 <=10	18.40 12.01		<mark>-14.46% -</mark> . N/A
	Band 3 Band 4	<=10 37	100.00% 82.22%	12.78 14.10	13.20 14.42	0	0.00%			0 <=10	0.00% 15.56%	14.42	14.42	0 <=10	0.00%	14.42	14.42	<=10 45	12.78 14.16	13.20 14.42	N/A N/A
	Band 5 Band 6 Band 7	31 <=10 <=10	75.61% 87.50% 75.00%	15.73 20.10 24.90	14.52 18.97 25.83	<=10 0	2.44% 0.00% 0.00%	18.09	18.09	<=10 <=10 <=10	21.95% 12.50% 25.00%	18.09 22.14 25.83	18.09 22.14 25.83	0	0.00% 0.00% 0.00%			41 <=10 <=10	16.31 20.35 25.14	18.09 20.55 25.83	13.02% 1 N/A N/A
EDICAL AND DENTAL SUPPORT Total		90 59	81.08% 78.67%	15.27 11.70	14.42 12.18	<=10 <=10	0.00% 0.90% 1.33%	18.09 12.18	18.09 12.18	19 13	17.12% 17.33%	17.04 12.18	18.09 12.18	<=10 <=10	0.00%	14.42 11.67	14.42 11.67	111 75	15.59 11.79		15.58% 2 4.00% (
	Band 3 Band 4	619 39	68.70% 62.90%	12.82 13.55	13.20 13.25	<=10 0	1.00% 0.00%	12.77	13.20	263 22	29.19% 35.48%	13.13 14.04	13.20 14.42	<=10 <=10	1.11% 1.61%	13.20 13.25	13.20 13.25	901 62	12.91 13.72	13.20 13.25	-0.41% (N/A
	Band 5 Band 6	961 440	78.84% 72.61%	16.90 19.98	18.09 18.97	16 <=10	1.31% 0.50%	16.04 19.76	15.51 18.97	226 157	18.54% 25.91%	17.80 21.34	18.09 22.14	16 <=10	1.31% 0.99%	17.64 20.81	18.09 22.14	1219 606	17.07 20.34	18.09 22.14	-5.37% -1 -1.12% (
	Band 7 Band 8A Band 8B	346 44 11	69.20% 67.69% 50.00%	23.54 28.06 33.14	23.05 27.37 32.49	<=10 <=10 <=10	1.20% 1.54% 4.55%	23.84 29.54 32.49	23.05 29.54 32.49	143 19 10	28.60% 29.23% 45.45%	24.49 28.74 32.73	25.83 29.54 32.49	<=10 <=10	1.00% 1.54%	25.27 27.37	25.83 27.37	500 65 22	23.83 28.27 32.93	23.05 27.37 32.49	1.26% (5.02% 7
	Band 8B Band 8C Not Assimilated	11 <=10 <=10	50.00% 40.00% 25.00%	33.14 38.72 18.09	32.49 38.72 18.09	<=10 0 0	4.55% 0.00% 0.00%	32.49	32.49	10 <=10 <=10	45.45% 60.00% 75.00%	32.73 38.72 17.74	32.49 38.72 16.58	0 0.00 0	0.00% 0.00% 0.00%			22 <=10 <=10	32.93 38.72 17.83	32.49 38.72 17.33	-2.01% (N/A N/A
IRSING/MIDWIFERY Total	Band 2	2522 14	72.91% 56.00%	17.46 11.74	18.09 12.18	37 0	1.07% 0.00%	17.52	15.51	859 11	24.83% 44.00%	18.44 12.09	18.09 12.18	41 0	1.19% 0.00%	<u>17.79</u>	18.09	3459 25	17.71 11.89	18.09 12.18	<mark>0.34% -1</mark> N/A
	Band 3 Band 4	10 29	83.33% 87.88%	12.52 12.61	12.23 13.25	0 <=10	0.00% 3.03%	13.25	13.25	<=10 <=10	16.67% 9.09%	12.23 13.25	12.23 13.25	0	0.00%			12 33	12.47 12.68	12.23 13.25	N/A 4.88% (
	Band 5 Band 6 Band 7	32 32 73	64.00% 91.43% 89.02%	15.58 19.09 23.90	14.52 18.17 23.05	<=10 0 0	4.00% 0.00% 0.00%	16.30	16.30	16 <=10 <=10	32.00% 8.57% 10.98%	17.86 22.14 25.12	18.09 22.14 25.83	0 0 0	0.00% 0.00% 0.00%			50 35 82	16.34 19.35 24.03	16.80 18.17 23.05	4.41% 1 N/A N/A
	Band 8A Band 8B	63 29	89.02% 82.89% 87.88%	23.90 28.09 32.99	23.05 27.37 32.49	<=10 <=10	2.63% 3.03%	28.46 32.49	28.46 32.49	<=10 <=10 <=10	11.84% 9.09%	29.30 34.09	25.85 29.54 34.89	<=10 0	2.63% 0.00%	28.46	28.46	76 33	24.03 28.25 33.07	23.03 27.37 32.49	N/A 1.27% 3 -1.53% (
	Band 8C Band 8D	13 <=10	86.67% 100.00%	39.84 46.74	38.72 46.33	0	0.00% 0.00%			<=10 0	13.33% 0.00%	41.64	41.64	0	0.00% 0.00%			15 <=10	40.08 46.74	38.72 46.33	N/A N/A
Ļ	Band 9 Not Assimilated	<=10 <=10 302	100.00% 100.00% 82.07%	57.62 46.96 23.48	57.62 46.96 23.05	0 0 <=10	0.00% 0.00% 1.63%	22.54	22.73	0 0 58	0.00% 0.00% 15.76%	21.12	18.09	0 0 <=10	0.00% 0.00% 0.54%	28.46	28.46	<=10 <=10	57.62 46.96 23.12	57.62 46.96 22.21	N/A N/A -4.17% -
RSONAL AND SOCIAL CARE	Band 3 Band 5	<=10 <=10	100.00% 100.00%	12.71 18.09	12.71 18.09	0	0.00% 0.00%	<i>LL.</i>		0 0	0.00% 0.00%			<=10 0 0	0.00% 0.00%			368 <=10 <=10	23.12 12.71 18.09	12.71 18.09	<mark>-4.17% -</mark> N/A N/A
	Band 6 Band 7	<=10 <=10	70.00% 33.33%	20.55 25.83	22.14 25.83	0	0.00% 0.00%			<=10 <=10	10.00% 33.33%	22.14 25.83	22.14 25.83	<=10 <=10	20.00% 33.33%	22.14 22.21	22.14 22.21	<=10 <=10	21.03 24.62	22.14 25.83	N/A N/A
RSONAL AND SOCIAL CARE Total PPORT SERVICES	Band 1 Band 2	14 0	73.68% 0.00%	19.10	18.17	0	0.00%	40.40	40.40	<=10 <=10	10.53% 100.00%	23.98 11.09	23.98 11.09	<=10 0	15.79% 0.00%	22.16	22.14	19 <=10	20.10 11.09	22.14 11.09	N/A N/A
	Band 2 Band 3 Band 4	159 18 17	61.63% 60.00% 65.38%	11.95 13.04 14.28	12.18 13.20 14.42	<=10 0	0.39% 0.00% 0.00%	12.18	12.18	97 11 <=10	37.60% 36.67% 34.62%	12.16 13.20 14.42	12.18 13.20 14.42	<=10 <=10 0	0.39% 3.33% 0.00%	12.18 13.20	12.18 13.20	258 30 26	12.03 13.10 14.33	12.18 13.20 14.42	1.91% (N/A N/A
	Band 5 Band 6	<=10 <=10	65.38% 75.00% 83.33%	14.28 16.90 20.07	14.42 18.09 18.97	0	0.00%			<=10 <=10 <=10	25.00% 16.67%	14.42 18.09 22.14	14.42 18.09 22.14	0	0.00%			<=10 <=10	14.33 17.19 20.42	14.42 18.09 20.55	N/A N/A N/A
	Band 7 Band 8A	<=10 0	33.33% 0.00%	25.83	25.83	0	0.00% 0.00%			<=10 <=10	66.67% 100.00%	25.83 29.54	25.83 29.54	0	0.00% 0.00%			<=10 <=10	25.83 29.54	25.83 29.54	N/A N/A
JPPORT SERVICES Total	Band 8B	<=10 205	100.00% 61.93% 70.26%	33.69 12.79	33.69 12.18	0 <=10 70	0.00% 0.30%	12.18	12.18	0 123 1749	0.00% 37.16%	12.90 18.24	12.18	0 <=10	0.00% 0.60%	12.69	<u>12.69</u>	<=10 331	33.69 12.83		N/A -4.98%
r <mark>and Total</mark> B.Staff described as being in "Not assim	ilated" Pay Bands	4459 are Prison staff	70.26% or joint appointmer	17.58 ents with the Council	18.09	70	1.10%	17.69	15.01	1749	27.56%	18.24	18.09	68	1.07%	18.72	18.09	6346	17.77	18.09	0.63% -2
																			<u> </u>		
			No				Yes			Doi	n't Know			Prefer no	t to say				Overall		Median
							1	1			1							1		IVIEAD	WIEUMAN
		% of Total	Average of Overall Hourly	Median Hourly		% of Total	Average of Overall Hourly	Median Hourly		% of Total	Average of Overall Hourly	Median Hourly		% of Total	Average of Overall	Median Hourly	Total	Total Average of Overall	Overall Median Hourly	vs Non-	Disabled vs Non- Disabled