

Medical and Dental Hourly Rate Comparisons by Medical Grade																					
Grade	BAME				White				Don't Know				Prefer not to say				Overall				
	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 BAME vs White Pay Gap	Median BAME vs White Pay Gap
Associate Adviser	0	0.00%			<=10	100.00%	52.63	52.63	0	0.00%			0	0.00%			<=10	52.63	52.63	N/A	N/A
Associate Medical Director	0	0.00%			<=10	100.00%	60.05	60.05	0	0.00%			0	0.00%			<=10	60.05	60.05	N/A	N/A
Associate Specialist	6	54.55%	48.68	48.68	<=10	36.36%	48.68	48.68	<=10	9.09%	47.95	47.95	0	0.00%			11	48.62	47.95	0.00%	0.00%
Clinical Director	0	0.00%			0	0.00%			0	0.00%			<=10	100.00%	48.83	48.83	<=10	48.83	48.83	N/A	N/A
Clinical Lead Level 2	0	0.00%			<=10	100.00%	60.05	60.05	0	0.00%			0	0.00%			<=10	60.05	60.05	N/A	N/A
Clinical Lead Level 3	0	0.00%			18	90.00%	53.78	53.78	<=10	5.00%	53.78	53.78	<=10	5.00%	53.78	53.78	20	53.78	53.78	N/A	N/A
Consultant	38	13.92%	52.64	49.55	212	77.66%	53.82	51.95	11	4.03%	57.53	56.55	12	4.40%	55.99	57.42	273	53.90	51.95	2.20%	4.62%
Dental Officer	0	0.00%			<=10	83.33%	33.16	34.21	<=10	16.67%	35.53	35.53	0	0.00%			<=10	33.55	34.87	N/A	N/A
Dental Practice Adviser	0	0.00%			<=10	100.00%	97.14	97.14	0	0.00%			0	0.00%			<=10	97.14	97.14	N/A	N/A
GPs (Various)	<=10	11.11%	47.41	46.83	29	80.56%	47.99	49.09	<=10	2.78%	44.57	44.57	<=10	5.56%	45.87	45.87	36	47.72	49.09	1.22%	4.60%
Locum Consultant	<=10	27.27%	50.89	51.95	<=10	54.55%	53.32	56.69	<=10	18.18%	51.07	51.07	0	0.00%			11	52.25	51.95	4.55%	8.38%
Locum Specialty Doctor	0	0.00%			<=10	100.00%	25.93	25.93	0	0.00%			0	0.00%			<=10	25.93	25.93	N/A	N/A
Medical Director	0	0.00%			<=10	100.00%	70.57	70.57	0	0.00%			0	0.00%			<=10	70.57	70.57	N/A	N/A
Senior Dental Officer	0	0.00%			<=10	85.71%	42.43	43.09	<=10	14.29%	43.09	43.09	0	0.00%			<=10	42.53	43.09	N/A	N/A
Specialty Doctor	12	31.58%	36.30	36.62	21	55.26%	35.93	37.17	<=10	10.53%	34.04	34.72	<=10	2.63%	32.83	32.83	38	35.77	36.62	-1.05%	1.50%
Specialty Registrars/Clinical Fellows	16	42.11%	19.78	18.77	22	57.89%	19.92	18.02	0	0.00%			0	0.00%			38	19.86	18.02	0.74%	-4.15%
Grand Total	79	17.48%	42.87	47.45	334	73.89%	49.39	49.09	22	4.87%	49.82	48.78	17	3.76%	52.88	51.95	452	48.40	48.78	13.20%	3.34%

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				
Grade	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 BAME vs White Pay Gap	Median BAME vs White Pay Gap
Chairperson	0	0.00%			<=10	100.00%	17.06		0	0.00%			0	0.00%			<=10	17.06	17.06	100.00%	
Executive Manager Grade C	0	0.00%			<=10	50.00%	35.63	35.63	0	0.00%			<=10	50.00%	35.63		<=10	35.63	35.63	100.00%	100.00%
Executive Manager Grade E	<=10	14.29%	58.61		<=10	85.71%	52.64	53.56	0	0.00%			0	0.00%			<=10	53.49	54.14	-11.35%	100.00%
Executive Manager Grade G	0	0.00%			0	0.00%			<=10	100.00%	71.70	71.70	0	0.00%			<=10	71.70	71.70		
Non-Executive Board Member	0	0.00%			<=10	50.00%	4.62	4.62	<=10	50.00%	4.62	4.62	0	0.00%			<=10	4.62	4.62	100.00%	100.00%
Senior Manager Grade A	0	0.00%			<=10	75.00%	36.54	36.54	<=10	25.00%	36.54	36.54	0	0.00%			<=10	36.54	36.54	100.00%	100.00%
Senior Manager Grade B	0	0.00%			<=10	100.00%	41.77	41.77	0	0.00%			0	0.00%			<=10	41.77	41.77	100.00%	100.00%
Senior Manager Grade C	0	0.00%			<=10	100.00%	46.31	46.31	0	0.00%			0	0.00%			<=10	46.31	46.31	100.00%	100.00%
Senior Manager Grade D	0	0.00%			<=10	100.00%	51.55	51.55	0	0.00%			0	0.00%			<=10	51.55	51.55	100.00%	100.00%
Senior Manager Grade E	0	0.00%			0	0.00%			<=10	100.00%	52.62	52.62	0	0.00%			<=10	52.62	52.62		
Grand Total	<=10	3.45%	58.61	58.61	19	65.52%	33.73	36.54	<=10	27.59%	22.99	4.62	<=10	3.45%	35.63	35.63	29	31.69	36.54	-73.77%	-60.38%

Agenda for Change Job Families Hourly Rate Comparison																						
		BAME				White				Don't Know				Prefer not to say				Overall				
Job Family	A/C 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	1.45%	11.93	12.18	246	89.13%	11.93	12.18	23	8.33%	11.87	12.18	<=10	1.09%	12.18	12.18	276	11.93	12.18	0.03%	0.00%
	Band 3	<=10	0.46%	13.20	13.20	192	87.67%	12.89	13.20	24	10.96%	12.92	13.20	<=10	0.91%	13.20	13.20	219	12.90	13.20	-2.39%	0.00%
	Band 4	<=10	1.08%	14.03	14.42	253	90.68%	14.08	14.42	19	6.81%	13.99	14.42	<=10	1.43%	14.12	14.42	279	14.08	14.42	0.40%	0.00%
	Band 5	0	0.00%			82	87.23%	16.24	15.51	<=10	9.57%	16.90	18.09	<=10	3.19%	16.90	18.09	94	16.32	15.51	N/A	N/A
	Band 6	<=10	4.95%	19.91	18.97	77	76.24%	20.17	18.97	13	12.87%	19.82	18.97	<=10	5.94%	22.14	22.14	101	20.23	18.97	1.26%	0.00%
	Band 7	<=10	3.13%	23.41	22.21	76	79.17%	24.33	25.83	13	13.54%	23.86	23.05	<=10	4.17%	24.02	24.02	96	24.22	25.83	3.76%	14.03%
	Band 8A	<=10	7.41%	27.37	27.37	18	66.67%	27.97	27.37	<=10	14.81%	28.46	28.46	<=10	11.11%	28.82	29.54	27	28.09	27.37	2.16%	0.00%
	Band 8B	0	0.00%			24	82.76%	33.79	34.89	<=10	17.24%	32.97	32.49	0	0.00%			29	33.65	32.49	N/A	N/A
	Band 8C	0	0.00%			<=10	100.00%	39.69	38.72	0	0.00%			0	0.00%			<=10	39.69	38.72	N/A	N/A
	Band 8D	0	0.00%			<=10	100.00%	46.33	46.33	0	0.00%			0	0.00%			<=10	46.33	46.33	N/A	N/A
Band 9	0	0.00%			<=10	100.00%	57.62	57.62	0	0.00%			0	0.00%			<=10	57.62	57.62	N/A	N/A	
ADMINISTRATIVE SERVICES Total		18	1.59%	18.20	18.17	981	86.51%	15.88	13.25	110	9.70%	16.79	14.42	25	2.20%	19.42	22.14	1134	16.08	13.25	-14.61%	-37.08%
ALLIED HEALTH PROFESSION	Band 2	0	0.00%			21	87.50%	12.08	12.18	<=10	8.33%	12.18	12.18	<=10	4.17%	11.16	11.16	24	12.05	12.18	N/A	N/A
	Band 3	0	0.00%			27	93.10%	12.98	13.20	<=10	6.90%	12.71	12.71	0	0.00%			29	12.96	13.20	N/A	N/A
	Band 4	0	0.00%			46	95.83%	14.04	14.42	<=10	2.08%	14.42	14.42	<=10	2.08%	14.42	14.42	48	14.05	14.42	N/A	N/A
	Band 5	<=10	7.87%	15.03	14.52	74	83.15%	15.48	14.52	<=10	6.74%	15.44	15.01	<=10	2.25%	15.01	15.01	89	15.43	14.52	2.96%	0.00%
	Band 6	<=10	1.26%	19.49	18.17	216	90.38%	20.74	22.14	16	6.69%	20.15	18.97	<=10	1.67%	21.34	22.14	239	20.70	22.14	6.03%	17.94%
	Band 7	<=10	1.58%	21.54	22.21	175	92.11%	24.67	25.83	<=10	3.68%	24.40	25.83	<=10	2.63%	23.83	23.05	190	24.59	25.83	12.69%	14.03%
	Band 8A	0	0.00%			37	86.05%	28.72	29.54	<=10	9.30%	27.37	27.37	<=10	4.65%	27.37	27.37	43	28.53	29.54	N/A	N/A
	Band 8B	0	0.00%			<=10	100.00%	33.69	33.69	0	0.00%			0	0.00%			<=10	33.69	33.69	N/A	N/A
ALLIED HEALTH PROFESSION Total		13	1.95%	17.56	18.09	600	90.09%	20.65	22.14	38	5.71%	19.99	18.97	15	2.25%	20.99	22.14	666	20.56	22.14	14.97%	18.30%
AMBULANCE SERVICES	Band 6	0	0.00%			<=10	100.00%	22.14	22.14	0	0.00%			0	0.00%			<=10	22.14	22.14	N/A	N/A
AMBULANCE SERVICES Total		0	0.00%			<=10	100.00%	22.14	22.14	0	0.00%			0	0.00%			<=10	22.14	22.14	N/A	N/A
HEALTHCARE SCIENCES	Band 2	0	0.00%			29	76.32%	12.01	12.18	<=10	18.42%	11.74	12.18	<=10	5.26%	12.18	12.18	38	11.97	12.18	N/A	N/A
	Band 3	<=10	4.55%	12.23	12.23	36	81.82%	12.96	13.20	<=10	13.64%	12.71	12.71	0	0.00%			44	12.89	13.20	5.61%	7.34%
	Band 4	0	0.00%			24	80.00%	14.03	14.42	<=10	13.33%	14.42	14.42	<=10	6.67%	14.42	14.42	30	14.11	14.42	N/A	N/A
	Band 5	0	0.00%			<=10	75.00%	15.51	14.52	<=10	16.67%	16.30	16.30	<=10	8.33%	14.52	14.52	12	15.56	14.52	N/A	N/A
	Band 6	<=10	3.85%	20.81	22.14	62	79.49%	20.71	22.14	11	14.10%	19.91	22.14	<=10	2.56%	20.15	20.15	78	20.58	22.14	-0.52%	0.00%
	Band 7	<=10	8.57%	23.41	22.21	32	91.43%	24.58	25.83	0	0.00%			0	0.00%			35	24.48	25.83	4.73%	14.03%
	Band 8A	<=10	9.09%	29.54	29.54	<=10	63.64%	27.68	27.37	<=10	18.18%	28.46	28.46	<=10	9.09%	27.37	27.37	11	27.96	27.37	-6.74%	-7.95%
	Band 8B	0	0.00%			<=10	83.33%	33.45	32.49	<=10	16.67%	32.49	32.49	0	0.00%			<=10	33.29	32.49	N/A	N/A
	Band 8C	0	0.00%			<=10	50.00%	41.64	41.64	<=10	50.00%	38.72	38.72	0	0.00%			<=10	40.18	40.18	N/A	N/A
	Band 8D	0	0.00%			0	0.00%			<=10	100.00%	48.39	48.39	0	0.00%			<=10	48.39	48.39	N/A	N/A
HEALTHCARE SCIENCES Total		<=10	3.50%	20.74	22.14	205	79.77%	18.36	18.09	35	13.62%	18.41	14.52	<=10	3.11%	16.92	14.47	257	18.40	18.09	-12.98%	-22.40%
MEDICAL AND DENTAL SUPPORT	Band 2	0	0.00%			<=10	100.00%	12.01	12.18	0	0.00%			0	0.00%			<=10	12.01	12.18	N/A	N/A
	Band 3	0	0.00%			<=10	100.00%	12.78	13.20	0	0.00%			0	0.00%			<=10	12.78	13.20	N/A	N/A
	Band 4	0	0.00%			43	95.56%	14.14	14.42	<=10	4.44%	14.42	14.42	0	0.00%			45	14.16	14.42	N/A	N/A
	Band 5	<=10	2.44%	18.09	18.09	36	87.80%	16.28	18.09	<=10	7.32%	16.58	18.09	<=10	2.44%	14.52		41	16.31	18.09	-11.08%	0.00%
	Band 6	0	0.00%			<=10	87.50%	20.10	18.97	<=10	12.50%	22.14	22.14	0	0.00%			<=10	20.35	20.55	N/A	N/A
	Band 7	0	0.00%			<=10	50.00%	25.83	25.83	<=10	25.00%	23.05	23.05	<=10	25.00%	25.83	25.83	<=10	25.14	25.83	N/A	N/A
	MEDICAL AND DENTAL SUPPORT Total		<=10	0.90%	18.09	18.09	101	90.99%	15.33	14.42	<=10	6.31%	17.68	18.09	<=10	1.80%	20.17	20.17	111	15.59	14.42	-17.98%
NURSING/MIDWIFERY	Band 2	0	0.00%			64	85.33%	11.83	12.18	<=10	13.33%	11.57	11.16	<=10	1.33%	11.16	11.16	75	11.79	12.18	N/A	N/A
	Band 3	<=10	1.11%	12.81	13.20	782	86.79%	12.92	13.20	95	10.54%	12.85	13.20	14	1.55%	13.13	13.20	901	12.91	13.20	0.83%	0.00%
	Band 4	<=10	4.84%	13.64	13.25	54	87.10%	13.70	13.25	<=10	4.84%	13.64	13.25	<=10	3.23%	14.42	14.42	62	13.72	13.25	0.44%	0.00%
	Band 5	61	5.00%	16.42	18.09	1059	86.87%	17.12	18.09	72	5.91%	16.51	15.51	27	2.21%	17.82	18.09	1219	17.07	18.09	4.10%	0.00%
	Band 6	<=10	1.32%	19.36	18.57	549	90.59%	20.33	22.14	38	6.27%	20.34	22.14	11	1.82%	21.49	22.14	606	20.34	22.14	4.77%	16.13%
	Band 7	<=10	1.00%	23.09	22.21	470	94.00%	23.85	23.05	22	4.40%	23.55	23.05	<=10	0.60%	24.62	25.83	500	23.83	23.05	3.18%	3.68%
	Band 8A	0	0.00%			60	92.31%	28.24	27.37	<=10	6.15%	29.00	29.54	<=10	1.54%	27.37	27.37	65	28.27	27.37	N/A	N/A
	Band 8B	0	0.00%			19	86.36%	32.87	32.49	<=10	9.09%	33.69	33.69	<=10	4.55%	32.49	32.49	22	32.93	32.49	N/A	N/A
	Band 8C	0	0.00%			<=10	80.00%	38.72	38.72	<=10	20.00%	38.72	38.72	0	0.00%			<=10	38.72	38.72	N/A	N/A
	Not Assimilated	0	0.00%			<=10	25.00%	18.09	18.09	<=10	75.00%	17.74	16.58	0	0.00%			<=10	17.83	17.33	N/A	N/A
NURSING/MIDWIFERY Total		87	2.52%	16.56	18.09	3062	88.52%	17.83	18.09	250	7.23%	16.53	15.51	60	1.73%	17.92	18.09	3459	17.71	18.09	7.10%	0.00%
OTHER THERAPEUTIC	Band 2	0	0.00%			24	96.00%	11.93	12.18	<=10	4.00%	11.16	11.16	0	0.00%			25	11.89	12.18	N/A	N/A
	Band 3	0	0.00%			11	91.67%	12.41	12.23	<=10	8.33%	13.20	13.20	0	0.00%			12	12.47	12.23	N/A	N/A
	Band 4	<=10	3.03%	13.25	13.25	30	90.91%	12.63	13.25	<=10	6.06%	13.25	13.25	0	0.00%			33	12.68	13.25	-4.95%	0.00%
	Band 5	<=10	2.00%	14.52	14.52	47	94.00%	16.46	18.09	<=10	4.00%	14.52	14.52	0	0.00%			50	16.34	16.80	11.80%	19.74%
	Band 6	<=10	8.57%	18.43	18.17	29	82.86%	19.29	18.17	<=10	5.71%	20.15	20.15	<=10	2.86%	22.14	22.14	35	19.35	18.17	4.44%	0.00%
	Band 7	<=10	12.20%	23.38	22.21	68	82.93%	24.11	23.05	<=10	3.66%	23.70	23.05	<=10	1.22%	25.83	25.83	82	24.03	23.05	3.06%	3.68%
	Band 8A	<=10	2.63%	27.37	27.37	69	90.79%	28.22	27.37	<=10	1.32%	29.54	29.54	<=10	5.26%	29.00	29.54	76	28.25	27.37	3.02%	0.00%
	Band 8B	<=10	3.03%	34.89	34.89	30	90.91%	32.97	32.49	<=10	6.06%	33.69	33.69	0	0.00%			33	33.07	32.49	-5.82%	-7.39%
	Band 8C	0	0.00%			15	100.00%	40.08	38.72	0	0.00%			0	0.00%			15	40.08	38.72	N/A	N/A
	Band 8D	0	0.00%			<=10	100.00%	46.74	46.33	0	0.00%			0	0.00%			<=10	46.74	46.33	N/A	N/A
Band 9	0	0.00%			<=10	100.00%																