					Medical	and Dental H	ourly Rate Comp	arisons by Medica	Grade													
		E	BAME				White			Dor	n't Know			Prefer no	t to say				Overall			
		% 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		Mean BAME vs White Pay		
Grade Associate Adviser	Headcount 0	Headcount 0.00%	Rate	Rate	Headcount <=10	Headcount 100.00%	Rate 52.63	Rate 52.63	Headcount 0	Headcount 0.00%	Rate	Rate	Headcount 0	0.00%	Hourly Rate		Headcount <=10	Hourly Rate 52.63	Rate 52.63	Gap N/A	Pay Gap N/A	
Associate Medical Director Associate Specialist Clinical Director	6 0	0.00% 54.55% 0.00%	48.68	48.68	<=10 <=10 0	100.00% 36.36% 0.00%	60.05 48.68	60.05 48.68	<=10 0	0.00% 9.09% 0.00%	47.95	47.95	0 0 <=10	0.00% 0.00% 100.00%	48.83	48.83	<=10 11 <=10	60.05 48.62 48.83	60.05 47.95 48.83	N/A 0.00% N/A	N/A 0.00% N/A	
Clinical Lead Level 2 Clinical Lead Level 3	0	0.00% 0.00%			<=10 18	100.00% 90.00%	60.05 53.78	60.05 53.78	0 <=10	0.00% 5.00%	53.78	53.78	0 <=10	0.00% 5.00%	53.78	53.78	<=10 20	60.05 53.78	60.05 53.78	N/A N/A	N/A N/A	
Consultant Dental Officer Dental Practice Adviser	38	13.92% 0.00% 0.00%	52.64	49.55	212 <=10 <=10	77.66% 83.33% 100.00%	53.82 33.16 97.14	51.95 34.21 97.14	11 <=10 0	4.03% 16.67% 0.00%	57.53 35.53	56.55 35.53	12 0 0	4.40% 0.00% 0.00%	55.99	57.42	273 <=10 <=10	53.90 33.55 97.14	51.95 34.87 97.14	2.20% N/A N/A	4.62% N/A N/A	
GPs (Various) Locum Consultant	<=10 <=10	11.11%	47.41 50.89	46.83 51.95	29 <=10	80.56% 54.55%	47.99 53.32	49.09 56.69	<=10 <=10	2.78%	44.57 51.07	44.57 51.07	<=10 0	5.56%	45.87	45.87	36 11	47.72 52.25	49.09 51.95	1.22% 4.55%	4.60%	
Locum Specialty Doctor Medical Director	0	0.00%			<=10 <=10	100.00%	25.93 70.57	25.93 70.57	0	0.00%			0	0.00%			<=10 <=10	25.93 70.57	25.93 70.57	N/A N/A	N/A N/A	
Senior Dental Officer Specialty Doctor Specialty Registrars/Clinical Fellows	0 12 16	0.00% 31.58% 42.11%	36.30 19.78	36.62 18.77	<=10 21 22	85.71% 55.26% 57.89%	42.43 35.93 19.92	43.09 37.17 18.02	<=10 <=10	14.29% 10.53% 0.00%	43.09 34.04	43.09 34.72	0 <=10	0.00% 2.63% 0.00%	32.83	32.83	<=10 38 38	42.53 35.77 19.86	43.09 36.62 18.02	N/A -1.05% 0.74%	N/A 1.50% -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%		
N.B. Numbers <=10 have been suppresse	ed to avoid being p	personally identif	fiable																			
						Senior Ma	nager Hourly Rat	e Comparison					 									
		-	BAME				White			Dor	n't Know			Prefer no	t to say			(Overall			
		% 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		Mean BAME vs White Pay		
Grade Chairperson	Headcount 0	Headcount	Rate	Rate	Headcount <=10	Headcount	17.06	Rate	Headcount 0	Headcount 0.00%	Rate	Rate	Headcount 0		Hourly Rate	Rate	Headcount <=10	Hourly Rate	Rate 17.06	Gap 100.00%	Pay Gap	
Executive Manager Grade C Executive Manager Grade E	0 <=10	0.00% 14.29%	58.61		<=10 <=10	50.00% 85.71%	35.63 52.64	35.63 53.56	0	0.00%			<=10 0	50.00% 0.00%	35.63		<=10 <=10	35.63 53.49	35.63 54.14	100.00% -11.35%	100.00% 100.00%	
Executive Manager Grade G Non-Executive Board Member Senior Manager Grade A	0	0.00% 0.00% 0.00%			0 <=10 <=10	0.00% 50.00% 75.00%	4.62 36.54	4.62 36.54	<=10 <=10 <=10	100.00% 50.00% 25.00%	71.70 4.62 36.54	71.70 4.62 36.54	0	0.00% 0.00% 0.00%			<=10 <=10 <=10	71.70 4.62 36.54	71.70 4.62 36.54	100.00% 100.00%		
Senior Manager Grade B Senior Manager Grade C	0	0.00%			<=10 <=10	100.00%	41.77 46.31	41.77	0	0.00%	00.04	00.04	0	0.00%			<=10 <=10	41.77	41.77	100.00%	100.00%	
Senior Manager Grade D Senior Manager Grade E	0	0.00% 0.00%			<=10 0	100.00% 0.00%	51.55	51.55	0 <=10	0.00% 100.00%	52.62	52.62	0	0.00% 0.00%			<=10 <=10	51.55 52.62	51.55 52.62	100.00%		
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																						
			BA	AME				White			Don't	Know			Prefer no	ot to say				Overall		
																Average of			Total Average	Overall	Mean	Median
Job Family	AfC 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	Overall Hourly Rate	Median Hourly Rate	Total Headcount	of Overall Hourly Rate	Median Hourly Rate	White vs \ BAME	White vs BAME Pay Gap
ADMINISTRATIVE SERVICES	Band 2 Band 3	<=10 <=10	1.45% 0.46%	11.93 13.20	12.18 13.20	246 192	89.13% 87.67%	11.93 12.89	12.18 13.20	23 24	8.33% 10.96%	11.87 12.92	12.18 13.20	<=10 <=10	1.09% 0.91%	12.18 13.20	12.18 13.20	276 219	11.93 12.90	12.18 13.20	0.03% -2.39%	0.00% 0.00%
	Band 4 Band 5	<=10 0	1.08%	14.03	14.42	253 82	90.68% 87.23%	14.08 16.24	14.42 15.51	19 <=10	6.81% 9.57%	13.99 16.90	14.42	<=10 <=10	1.43% 3.19%	14.12	14.42 18.09	279 94	14.08 16.32	14.42 15.51	0.40% N/A	0.00% N/A
	Band 6 Band 7	<=10 <=10	4.95% 3.13%	19.91 23.41	18.97 22.21	77 76	76.24% 79.17%	20.17 24.33	18.97 25.83	13 13	12.87% 13.54%	19.82 23.86	18.97 23.05	<=10 <=10	5.94% 4.17%	22.14 24.02	22.14 24.02	101 96	20.23	18.97 25.83	1.26% 3.76%	0.00% 14.03%
	Band 8A Band 8B Band 8C	<=10 0	7.41% 0.00% 0.00%	27.37	27.37	18 24 <=10	66.67% 82.76% 100.00%	27.97 33.79 39.69	27.37 34.89 38.72	<=10 <=10 0	14.81% 17.24% 0.00%	28.46 32.97	28.46 32.49	<=10 0	11.11% 0.00% 0.00%	28.82	29.54	27 29 <=10	28.09 33.65 39.69	27.37 32.49 38.72	2.16% N/A N/A	0.00% N/A N/A
	Band 8D Band 9	0 0	0.00% 0.00%			<=10 <=10	100.00% 100.00%	46.33 57.62	46.33 57.62	0	0.00%			0	0.00%			<=10 <=10	46.33 57.62	46.33 57.62	N/A N/A	N/A N/A
ALLIED HEALTH PROFESSION	Band 2	18	1.59% 0.00%	18.20	18.17	981 21	86.51% 87.50%	15.88 12.08	13.25 12.18	110 <=10	9.70% 8.33%	16.79 12.18	14.42 12.18	25 <=10	2.20% 4.17%	19.42 11.16	22.14 11.16	1134 24	16.08 12.05	12.18	N/A	-37.08% N/A
	Band 3 Band 4 Band 5	0 0 <=10	0.00% 0.00% 7.87%	15.03	14.52	27 46 74	93.10% 95.83% 83.15%	12.98 14.04 15.48	13.20 14.42 14.52	<=10 <=10 <=10	6.90% 2.08% 6.74%	12.71 14.42 15.44	12.71 14.42 15.01	0 <=10 <=10	0.00% 2.08% 2.25%	14.42 15.01	14.42 15.01	29 48 89	12.96 14.05 15.43	13.20 14.42 14.52	N/A N/A 2.96%	N/A N/A 0.00%
	Band 6 Band 7	<=10 <=10	1.26% 1.58%	19.49 21.54	18.17	216 175	90.38%	20.74	22.14 25.83	16 <=10	6.69% 3.68%	20.15	18.97	<=10 <=10	1.67%	21.34	22.14	239 190	20.70	22.14 25.83	6.03%	17.94% 14.03%
	Band 8A Band 8B	0	0.00% 0.00%			37 <=10	86.05% 100.00%	28.72 33.69	29.54 33.69	<=10 0	9.30% 0.00%	27.37	27.37	<=10 0	4.65% 0.00%	27.37	27.37	43 <=10	28.53 33.69	29.54 33.69	N/A N/A	N/A N/A
ALLIED HEALTH PROFESSION Total AMBULANCE SERVICES AMBULANCE SERVICES Total	Band 6	0	1.95% 0.00% 0.00%	17.56	18.09	600 <=10 <=10	90.09% 100.00% 100.00%	20.65 22.14 22.14	22.14 22.14 22.14	38 0	5.71% 0.00% 0.00%	19.99	18.97	0 0	2.25% 0.00% 0.00%	20.99	22.14	666 <=10 <=10	20.56 22.14 22.14	22.14 22.14 22.14	N/A	18.30% N/A
	Band 2 Band 3	0 <=10	0.00% 4.55%	12.23	12.23	29 36	76.32% 81.82%	12.01 12.96	12.18 13.20	<=10 <=10	18.42% 13.64%	11.74 12.71	12.18 12.71	<=10 0	5.26% 0.00%	12.18	12.18	38 44	11.97 12.89	12.18 13.20	N/A 5.61%	N/A 7.34%
	Band 4 Band 5	0	0.00%			24 <=10	80.00% 75.00%	14.03 15.51	14.42 14.52	<=10 <=10	13.33% 16.67%	14.42 16.30	14.42 16.30	<=10 <=10	6.67% 8.33%	14.42 14.52	14.42 14.52	30 12	14.11 15.56	14.42 14.52	N/A N/A	N/A N/A
	Band 6 Band 7 Band 8A	<=10 <=10 <=10	3.85% 8.57% 9.09%	20.81 23.41 29.54	22.14 22.21 29.54	62 32 <=10	79.49% 91.43% 63.64%	20.71 24.58 27.68	22.14 25.83 27.37	11 0 <=10	14.10% 0.00% 18.18%	19.91	22.14	<=10 0 <=10	2.56% 0.00% 9.09%	20.15	20.15	35 11	20.58 24.48 27.96	22.14 25.83 27.37	-0.52% 4.73% -6.74%	0.00% 14.03% -7.95%
	Band 8B Band 8C	0	0.00% 0.00%			<=10 <=10	83.33% 50.00%	33.45 41.64	32.49 41.64	<=10 <=10	16.67% 50.00%	32.49 38.72	32.49 38.72	0	0.00% 0.00%			<=10 <=10	33.29 40.18	32.49 40.18	N/A N/A	N/A N/A
HEALTHCARE SCIENCES Total MEDICAL AND DENTAL SUPPORT	Band 8D Band 2	0 <= 10	0.00% 3.50% 0.00%	20.74	22.14	0 205 <=10	0.00% 79.77% 100.00%	18.36 12.01	18.09 12.18	<=10 35 0	100.00% 13.62% 0.00%	48.39 18.41	48.39 14.52	0 <=10 0	0.00% 3.11% 0.00%	16.92	14.47	<=10 257 <=10	48.39 18.40 12.01	48.39 18.09 12.18	N/A -12.98% N/A	N/A -22.40% N/A
MEDICALAND DENTAL 30FT ONT	Band 3 Band 4	0 0	0.00%			<=10 <=10 43	100.00%	12.78 14.14	13.20 14.42	0 <=10	0.00% 0.00% 4.44%	14.42	14.42	0	0.00%			<=10 <=10 45	12.78 14.16	13.20 14.42	N/A N/A	N/A N/A
	Band 5 Band 6	<=10 0	2.44% 0.00%	18.09	18.09	36 <=10	87.80% 87.50%	16.28 20.10	18.09 18.97	<=10 <=10	7.32% 12.50%	16.58 22.14	18.09 22.14	<=10 0	2.44% 0.00%	14.52		41 <=10	16.31 20.35	18.09 20.55	-11.08% N/A	0.00% N/A
MEDICAL AND DENTAL SUPPORT Total NURSING/MIDWIFERY	Band 7 al Band 2	0 <= 10	0.00% 0.90% 0.00%	18.09	18.09	<=10 101 64	50.00% 90.99% 85.33%	25.83 15.33 11.83	25.83 14.42 12.18	<=10 <=10 <=10	25.00% 6.31% 13.33%	23.05 17.68 11.57	23.05 18.09 11.16	<=10 <=10 <=10	25.00% 1.80% 1.33%	25.83 20.17 11.16	25.83 20.17 11.16	<=10 111 75	25.14 15.59 11.79	25.83 14.42 12.18	N/A -17.98% N/A	N/A -25.47% N/A
NONOINO/NIIDVII EINI	Band 3 Band 4	<=10 <=10	1.11% 4.84%	12.81 13.64	13.20 13.25	782 54	86.79% 87.10%	12.92 13.70	13.20 13.25	95 <=10	10.54% 4.84%	12.85 13.64	13.20	14 <=10	1.55%	13.13	13.20 14.42	901	12.91 13.72	13.20 13.25	0.83% 0.44%	0.00%
	Band 5 Band 6	61 <=10	5.00% 1.32%	16.42 19.36	18.09 18.57	1059 549	86.87% 90.59%	17.12 20.33	18.09 22.14	72 38	5.91% 6.27%	16.51 20.34	15.51 22.14	27 11	2.21% 1.82%	17.82 21.49	18.09 22.14	1219 606	17.07 20.34	18.09 22.14	4.10% 4.77%	0.00%
	Band 7 Band 8A Band 8B	<=10 0 0	1.00% 0.00% 0.00%	23.09	22.21	470 60 19	94.00% 92.31% 86.36%	23.85 28.24 32.87	23.05 27.37 32.49	22 <=10 <=10	4.40% 6.15% 9.09%	23.55 29.00 33.69	23.05 29.54 33.69	<=10 <=10 <=10	0.60% 1.54% 4.55%	24.62 27.37 32.49	25.83 27.37 32.49	500 65 22	23.83 28.27 32.93	23.05 27.37 32.49	3.18% N/A N/A	3.68% N/A N/A
	Band 8C Not Assimilated	0	0.00% 0.00%			<=10 <=10	80.00% 25.00%	38.72 18.09	38.72 18.09	<=10 <=10	20.00% 75.00%	38.72 17.74	38.72 16.58	0	0.00% 0.00%			<=10 <=10	38.72 17.83	38.72 17.33	N/A N/A	N/A N/A
NURSING/MIDWIFERY Total OTHER THERAPEUTIC	Band 2 Band 3	87 0	2.52% 0.00% 0.00%	16.56	18.09	3062 24 11	88.52% 96.00% 91.67%	17.83 11.93 12.41	18.09 12.18 12.23	250 <=10 <=10	7.23% 4.00% 8.33%	16.53 11.16 13.20	15.51 11.16 13.20	60 0	1.73% 0.00% 0.00%	17.92	18.09	3459 25 12	17.71 11.89 12.47	18.09 12.18 12.23	7.10% N/A N/A	0.00% N/A N/A
	Band 3 Band 4 Band 5	<=10 <=10	3.03% 2.00%	13.25 14.52	13.25 14.52	30 47	91.67% 90.91% 94.00%	12.41 12.63 16.46	12.23 13.25 18.09	<=10 <=10 <=10	6.06% 4.00%	13.20 13.25 14.52	13.20 13.25 14.52	0 0	0.00% 0.00% 0.00%			33 50	12.47 12.68 16.34	12.23 13.25 16.80	-4.95%	0.00% 19.74%
	Band 6 Band 7	<=10 <=10	8.57% 12.20%	18.43 23.38	18.17 22.21	29 68	82.86% 82.93%	19.29 24.11	18.17 23.05	<=10 <=10	5.71% 3.66%	20.15 23.70	20.15 23.05	<=10 <=10	2.86% 1.22%	22.14 25.83	22.14 25.83	35 82	19.35 24.03	18.17 23.05	4.44% 3.05%	0.00% 3.68%
	Band 8A Band 8B Band 8C	<=10 <=10	2.63% 3.03% 0.00%	27.37 34.89	27.37 34.89	69 30 15	90.79% 90.91% 100.00%	28.22 32.97 40.08	27.37 32.49 38.72	<=10 <=10	1.32% 6.06% 0.00%	29.54 33.69	29.54 33.69	<=10 0 0	5.26% 0.00% 0.00%	29.00	29.54	76 33 15	28.25 33.07 40.08	27.37 32.49 38.72	3.02% -5.82% N/A	0.00% -7.39% N/A
	Band 8C Band 8D Band 9	0 0	0.00% 0.00% 0.00%			15 <=10 <=10	100.00% 100.00% 100.00%	40.08 46.74 57.62	46.33 57.62	0 0	0.00% 0.00% 0.00%			0 0	0.00% 0.00% 0.00%			15 <=10 <=10	40.08 46.74 57.62	46.33 57.62	N/A N/A N/A	N/A N/A N/A
OTHER THERAPEUTIC Total	Not Assimilated	0	0.00% 4.89%	22.58	22.21	<=10 330	100.00% 89.67%	46.96 23.18	46.96 23.05	0 14	0.00% 3.80%	20.59	20.15	0 <=10	0.00% 1.63%	27.33	28.46	<=10 368	46.96 23.12	46.96 22.21	N/A 2.59%	N/A 3.68%
PERSONAL AND SOCIAL CARE	Band 3 Band 5 Band 6	0 0 <=10	0.00% 0.00% 10.00%	18.97	18.97	<=10 <=10 <=10	50.00% 100.00% 70.00%	12.23 18.09 21.57	12.23 18.09 22.14	<=10 0 <=10	50.00% 0.00% 10.00%	13.20	13.20	0 0 <=10	0.00% 0.00% 10.00%	22.14	22.14	<=10 <=10 10	12.71 18.09 21.03	12.71 18.09 22.14	N/A N/A 12.07%	N/A N/A 14.32%
PERSONAL AND SOCIAL CARE Total	Band 6 Band 7	<=10 0 <=10	0.00% 5.26%	18.97 18.97	18.97 18.97	<=10 <=10 14	70.00% 66.67% 73.68%	21.57 25.83 20.52	22.14 25.83 22.14	0 <=10	0.00% 0.00% 10.53%	18.17 15.68	15.68	<=10 <=10 <=10	33.33% 10.53%	22.14 22.21 22.17	22.14 22.21 22.17	10 <=10 19	21.03 24.62 20.10	25.83 22.14	N/A	14.32% N/A 14.32%
	Band 1 Band 2	0 <=10	0.00% 0.78%	12.18	12.18	<=10 226	100.00% 87.60%	11.09 12.01	11.09 12.18	0 26	0.00% 10.08%	12.14	12.18	0 <=10	0.00% 1.55%	12.18	12.18	<=10 258	11.09 12.03	11.09 12.18	N/A -1.40%	N/A 0.00%
	Band 3 Band 4	0	0.00% 0.00%			28 21	93.33% 80.77%	13.09 14.30	13.20 14.42	<=10 <=10	6.67% 15.38%	13.20 14.42	13.20 14.42	0 <=10	0.00% 3.85%	14.42	14.42	30 26	13.10 14.33	13.20 14.42	N/A N/A	N/A N/A
	Band 5 Band 6 Band 7	0 0	0.00% 0.00% 0.00%			<=10 <=10 <=10	50.00% 50.00% 66.67%	18.09 20.02 25.83	18.09 18.97 25.83	<=10 <=10 <=10	50.00% 50.00% 33.33%	16.30 20.81 25.83	16.30 22.14 25.83	0 0	0.00% 0.00% 0.00%			<=10 <=10 <=10	17.19 20.42 25.83	18.09 20.55 25.83	N/A N/A N/A	N/A N/A N/A
	Band 8A Band 8B	0	0.00% 0.00%			<=10 <=10	100.00% 100.00%	29.54 33.69	29.54 33.69	0	0.00% 0.00%			0	0.00% 0.00%			<=10 <=10	29.54 33.69	29.54 33.69	N/A N/A	N/A N/A
SUPPORT SERVICES Total Grand Total N.B. Staff described as being in "Not assir	milatod" Dov. D	<=10 149	0.60% 2.35%	12.18 17.80	12.18 18.09	286 5580	86.40% 87.93%	12.72 17.83	12.18 18.09	38 494	11.48% 7.78%	13.70 16.90	12.18 14.52	<=10 123	1.51% 1.94%	12.63 18.88	12.18 18.09	331 6346	12.83 17.77	12.18 18.09		0.00% 0.00%
N.B.Staff described as being in "Not assir	maleu Pay Bands	are Filson staf	и от јони appointme	ins with the Council																		
			BAME				White			Dor	n't Know			Prefer no	t to say				Overall	B.F	BACCH	
	Dane 1	% of Total		Median Hourly	U	% of Total	Average of Overall Hourly	Median Hourly	Hard .	% of Total	Average of Overall Hourly	Median Hourly	Us s d	% of Total	Average of Overall	Hourly	Total	Total Average of Overall	Hourly	Mean BAME vs White Pay	White	
Grand Total	Headcount 229	Headcount 3.35%	Rate 26.62	Rate 18.17	Headcount 5933	Headcount 86.90%	Rate 19.65	Rate 18.09	Headcount 524	Headcount 7.68%	Rate 18.37	Rate 14.52	Headcount 141	Headcount 2.07%	23.10	Rate 18.09	Headcount 6827	Hourly Rate	Rate 18.09	Gap -35.46%	-0.44%	