

Equal Pay Data (as at December 2022)

Gender:

Job Family	F-GC as			M-GC as %			BHR	BHR	Total	Average
	F-GC	% of JF total	F-GC average BHR	M-GC	of JF total	average BHR	Variance (£)	Variance (%)		
Administrative Services	4974	83%	14.97	1034	17%	17.61	2.64	15%	6008	15.43
Allied Health Profession	2889	86%	20.17	473	14%	19.23	-0.93	-5%	3362	20.03
Dental Support	363	93%	15.23	28	7%	18.32	3.08	17%	391	15.45
Healthcare Sciences	1608	67%	18.94	804	33%	19.33	0.39	2%	2412	19.07
Medical Support	126	73%	16.96	46	27%	18.66	1.71	9%	172	17.41
Nursing and Midwifery	16122	89%	17.82	2031	11%	17.05	-0.78	-5%	18153	17.74
Other Therapeutic	1531	84%	22.70	298	16%	22.69	-0.02	0%	1829	22.70
Personal and Social Care	250	81%	21.66	58	19%	22.90	1.23	5%	308	21.90
Support Services	2493	57%	12.37	1892	43%	13.55	1.17	9%	4385	12.88
Agenda for Change Staff	30356	82%	17.43	6664	18%	16.89	-0.54	-3%	37020	17.34
Medical and Dental Staff	2135	53%	34.86	1886	47%	38.66	3.80	10%	4021	36.64
Senior Managers	28	65%	46.57	15	35%	45.89	-0.68	-1%	43	46.34
<b>Total for Organisation</b>	<b>32519</b>	<b>79%</b>	<b>18.60</b>	<b>8565</b>	<b>21%</b>	<b>21.73</b>	<b>3.13</b>	<b>14%</b>	<b>41084</b>	<b>19.26</b>

F-GC = Female gender count

M-GC = Male gender count

JF = Job Family

BHR = Basic Hourly Rate

BHR Variance (£) = Male BHR less Female BHR