



**DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY**

Item 18/12

MEETING	Dorset & Wiltshire Fire and Rescue Authority
DATE OF MEETING	9 February 2018
SUBJECT OF THE REPORT	Gender Pay Gap Report 2017
STATUS OF REPORT	For open publication
PURPOSE OF REPORT	For approval
EXECUTIVE SUMMARY	<p>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. These regulations impose a legal obligation for employers with 250 or more employees, to publish gender pay gap details by 30 March 2018 and to highlight the difference in gross pay and bonus payments made to female, as compared with male, employees.</p> <p>The Service has clear pay structure arrangements which provides for equal pay for both men and women across the roles throughout the organisation, and therefore in this regard does not have a pay issue within the Service. However, it is recognised that, like all fire and rescue services, the Service employees have an imbalance of male and female staff in some of the different occupational staff groups and at different levels/ranks. This is therefore the main reason for the gender pay gap.</p> <p>As part of our Service Delivery plan and the corporate target agreed by the Authority, the Service has plans in place to support the bridging of this gender imbalance.</p> <p>This paper will be supported by a presentation at the meeting.</p>
RISK ASSESSMENT	Failure to report against these regulations may lead to reputational damage to the Authority

COMMUNITY IMPACT ASSESSMENT	None for the purposes of this report
BUDGET IMPLICATIONS	None for the purposes of this report.
RECOMMENDATIONS	Members are asked to: 1. Approve and endorse the contents of this report.
BACKGROUND PAPERS	The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
APPENDICES	Appendix A - Gender Pay Report 2017
REPORT ORIGINATOR AND CONTACT	Jenny Long, Director of People Services Email: jenny.long@dwfire.org.uk Tel: 01722 691311

1. Introduction

1.1 This report outlines the Authority's requirements associated with complying with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. It outlines in a general and specific sense the factors contributing to the gender pay gap and the key initiatives being taken forward to help bridge this gap. It is thought helpful to state from the outset that gender pay reporting is a different requirement to carrying out an equal pay audit - it is not a review of equal pay for equal work, rather it compares hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance.

2. General factors contributing to a gender pay gap

2.1 Factors contributing to a gender pay gap are complex. Social pressures and norms influence gender roles and often shape the types of occupations and career paths which men and women follow, and therefore their level of pay. Women are also more likely than men to work part-time and to take time out from their careers for family reasons which may affect their progression to higher paid posts.

2.2 In a more general sense, factors contributing to the gender pay gap may include:

- *Occupational segregation.* Fewer women go into science, technology, engineering and maths. Many of these professions tend to be higher paid.
- *More women than men work in caring professions* (carers; teaching assistants; health care) which are relatively poorly paid.
- *Lack of well-paid, part-time or flexible work.*
- *Lack of senior female role models* in some organisations may mean women are less likely to progress to senior levels – even though they may want to.
- *Unconscious bias and discrimination* – including assumptions about mothers not wanting or aspiring to promotion etc.

2.3 The Annual Survey of Household Earnings provides the most recent analysis of median gender pay gap. For all occupations and taking full-time and part-time employees together, the median gender pay gap was 18.1% in 2016. The Equality and Human Rights Commission in their gender pay gap report indicate that the mean gender pay gap derived from Labour Force Survey was 10% in 2014 having fallen from 27% in 1993.

3. About the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

- 3.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. They require employers with 250 or more employees to publish gender pay gap details by 30 March 2018 and highlight the difference in gross pay and bonus payments made to female, as compared with male, employees and promote gender diversity in the workplace.
- 3.2 Gender pay reporting is a different requirement to carrying out an equal pay audit - it is not a review of equal pay for equal work, rather it compares hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance.
- 3.3 Under the regulations, the following calculations are required to be carried out:
- the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands
 - the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
 - the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
 - the proportions of male and female relevant employees who were paid bonus pay.
- 3.4 The only payment that could be deemed as a bonus in relation to this exercise is the CPD (Continuous Professional Development) payment. As this payment - which is paid to wholetime, on-call and fire control staff - is based on time served after reaching competence in role rather than being gender related, no separate analysis has been provided. The CPD payment has been included in the hourly pay calculation.
- 3.5 The data set out in Appendix A is based on pay records for qualifying individuals at the 'snapshot' date of 31 March 2017. The figures found in Appendix A were calculated using the standard methodologies set out in the regulations. The data has been broken down by both full and part time staff and by the four different staff groups employed by the Authority.

4. About our workforce

4.1 Our workforce is predominantly male (84%) and a high proportion of these (75%) are operational staff meaning their terms and conditions are different from corporate staff – which has broadly the same gender balance. The operational workforce (excluding Fire Control) is 93% male. Operational and control staff (both governed by National Joint Councils' (NJC) terms and conditions as set out in Grey Book and Gold Book) are 7% female and 72% male.

4.2 The Service has the following staff groups:

- *Wholetime staff* – these are full time firefighters and operational managers. Their terms and conditions are negotiated nationally, and their salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic. Firefighters are paid on an incremental firefighter competence based pay scale starting as a trainee, progressing to development after their initial training is complete, and then competent once their development has been completed and verified.
- *On Call staff* – these are our firefighters and operational managers whose primary employment is outside of the Service. Again, their terms and conditions are negotiated nationally, and salaries are determined according to the role, with no reference to gender or any other personal characteristics. The Service has many fire stations that are operated under a salaried scheme that has been negotiated locally based on the national pay elements.
- *Fire Control* – These are our emergency call handlers and their managers. Their terms and conditions are also negotiated nationally and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristics.
- *Corporate Staff* – These are our non-uniformed staff who support those in the other staff groups to provide the effective delivery of our front-line services. They are both full time and part time. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristics.

4.3 The nationally agreed terms and conditions ensure that we are paying the same salary to roles of equal value for all our staff regardless of gender.

5. Key findings arising from our analysis

5.1 Our analysis indicates that our current gender pay gap of 11.9% is lower than the national figure of 18%, based on full and part-time workers (Office for National Statistics (ONS) 2017). This may be explained by the disproportionate number of

male staff to female in operational roles, and the number of males in senior and middle management positions.

- 5.2 The “high” quartile salary band is dominated by male staff, meaning they are the highest earners in the organisation. In contrast, a much larger proportion of female staff are found in the lower quartile salary band compared to the other bandings. This can be explained to some extent by the fact that the majority of females employed within the Service are corporate staff, on “Green Book” terms and conditions which generally offer lower rates of pay. In contrast, operational, “Grey Book” posts remain dominated by male staff that are paid at a significantly higher rate from entry (firefighter) level through to strategic level (brigade manager).
- 5.3 Female staff can mostly be found in the “low” quartile of pay scales. However, there is a larger proportion of male staff compared to female staff in this quartile, due to the over-representation of men in the organisation as a whole and particularly in the cohort for firefighters working the on-call duty system.
- 5.4 For corporate staff, there are broadly the same number of males and females with the same number of men and women in the top four grades however there is a significant pay gap by gender. In the middle grades there are significantly more males than females and at the lower grades significantly more females than males.
- 5.5 When corporate staff are looked at in isolation, there is still an over representation of females in the lower quartiles. There is also a high number of women in part-time roles. The proportion of females in upper quartile of green book salaries has increased due to recruitment and promotion of females in support staff roles (specialist or middle management).
- 5.6 In terms of Fire Control Staff - it is interesting to note that there is a negative pay gap where females are paid more than men, this is due to the larger numbers of women than men, with no male Watch Managers. However, given Fire Control make up just 2.9% of the workforce, this does not have a big impact on overall picture.
- 5.7 We are therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.
- 5.8 Moving forward
 - 5.8.1 The Service has several key initiatives in place to help bridge this gap including:
 - 5.8.1.1 *Recruitment processes to help rebalance workforce composition.*

5.8.1.2 The lack of gender diversity among operational staff is a national challenge for Fire and Rescue Services and has a historical and societal context. There were no women firefighters until 1978 in the UK (early 1990's for our Service) and the occupation is still broadly perceived by the public as a "male" one requiring exceptional physical abilities. Research points to a lack of awareness about the role and skills required of a firefighter which in turn may create barriers for women in considering this as a career. The predominance of male firefighters has also been exacerbated by the low turnover among whole time career firefighters which means the pace of improvement has been slow.

5.8.1.3 To date, the Service has taken the following steps to increase gender diversity in all areas of its workforce:

- *Agreed a corporate target* to increase the diversity of our operational workforce, by ensuring that 20% of recruitment is from under-represented groups
- *Encouraging more female applicants to the Service.* Our positive action campaign "#BeOneOfUs" was launched in October 2017 and was designed for females and other people from under-represented groups to consider a career as an operational firefighter. We have developed and produced posters, leaflets and banners and our website included a link to an inspirational promotional video about a career in the Fire Service. Six "have a go" sessions were held across the Service area and we encouraged those attending to carry out some of the practical elements of the role such as hose running and wearing breathing apparatus. The results of our recruitment campaigns will be closely monitored, and will be reported in next year's return
- *Continuing to raise the profile of gender issues* - The Service is active in national and local networks to support females working within the fire and rescue sector.

5.9 *Embedding equality within key plans and processes to help ensure that equality is thought about from the outset.*

5.9.1 The Service has many key processes in place to help address this issue including:

- Established an equality, diversity and inclusion steering group to ensure a systematic approach is taken to this agenda
- Established processes to monitor the proportions of men and women leaving the organisation and their reasons for leaving
- Established training programmes for managers and staff about equality, diversity and inclusion

- Undertaken an equality impact assessment on all procedures including supporting employees prior to, during and on return from, maternity and other parental leave
- Delivering a programme of smarter and flexible working to support the attraction, progression and retention of female staff
- Working with Stonewall through the Workplace Equality Index to help ensure a progressive and supportive culture

5.10 *Reviewing and improving workplace facilities for women to help provide a welcoming and supportive environment*

5.10.1 The Service is continually reviewing and improving workplace facilities for women. The Service has addressed uniform and personal protective equipment needs in the past, and will continue to do so as they arise. The Service is also ensuring, through its integrated property asset management planning, that stations and workplaces are suitable for female members of staff.

5.11 *Apprenticeships*

5.11.1 Apprenticeships are now available at a variety of qualification levels (up to level six degrees) so there are opportunities to use apprentice levy funding for development or re-training of our existing staff as well as for new recruits and school leavers. A whole range of apprentice standards are being developed which will replace existing frameworks. The Service is participating in the Trailblazer group responsible for development of a new Operational Firefighter standard for apprentices. Once the new standards are in place the Service is looking at broadening the range of apprenticeship programmes that we offer, so that we can attract a more diverse range of applicants to consider a career within the Fire Service.

6. Summary and next steps

6.1 The Service is not in a unique position with regards to its workforce composition. There are many initiatives and processes in place to both help address this balance and to better support the retention and attraction of more females to the Service. These are all included within the Service Delivery plan and are monitored by senior management and Authority Members through the Finance, Governance and Audit Committee.

February 2018

Item 18/12 Appendix A



Gender Pay Report 2017

1. Introduction

1.1. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. They require employers with 250 or more employees to publish gender pay gap details highlighting the difference in gross pay and bonus payments made to female, as compared with male, employees. The data in this report for Dorset & Wiltshire Fire and Rescue Service is based on pay records for qualifying individuals as at 31st March 2017. The data has been broken down by both full and part time staff and by the four different staff groups that the Service employ who each have distinctive terms and conditions:

- a) **Wholetime Operational:** These are full time firefighters and operational managers. Their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic. Firefighters are paid on an incremental competence based pay scale starting as a trainee, progressing to development after the initial training is complete and then competent once the development programme has been successfully completed and verified
- b) **On-call Operational:** These are on call firefighters and operational managers whose primary employment is outside the organisation. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic. The Service do have certain stations that are operated under a salaried scheme that are negotiated locally based on the NJC pay elements
- c) **Fire Control:** These are the emergency call handlers. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic
- d) **Corporate Staff:** These are non-uniformed support staff who are both full and part time. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic.

- 1.2. The nationally agreed terms and conditions ensure that we are paying the same salary to roles of equal value for all our staff however this does not translate when looking at the mean and mode hourly pay rates due to the predominantly male operational workforce.
- 1.3. The total number of staff included in the calculations was 1170, the breakdown of which is set out at table 1. 50 staff were not included in the calculation as they did not fulfil the required reporting criteria in that they were not in receipt of full pay (for example they were on sick leave or maternity leave). A further 135 staff were on-call salaried staff, whose pay arrangements differ to the majority of our on-call staff. For completeness a mean and median table for these on call salaried staff is included at table 3b, but further calculations have not been undertaken as it is felt that they show a significantly distorted picture.

Staff Group	Female Employees	% Female Employees	Male Employees	% Male Employees
Wholetime	25	5.9	397	94.1
On-call	10	2.2	442	97.8
Fire Control	28	82.4	6	17.6
Corporate	128	48.9	134	51.1
Total	191	16.3	979	83.7

Table 1: Gender by staff group

2. Gender Pay Gap Summary

2.1 The requirement is to report the average pay using two calculations, mean and median (table 2 & 3a).

- **The mean** is the total amount of the hourly pay divided by the number of employees
- **The median** is the mid-point value for the individual(s) between the lowest and highest hourly pay

	Mean Hourly Pay Rate	Median Hourly Pay Rate
All Staff	£14.81	£14.07
Female	£13.94	£12.41
Male	£14.99	£14.08
Pay Gap	7.0%	11.9%

Table 2: Mean hourly pay rate by gender

Wholetime	Mean Hourly Pay Rate	Median Hourly Pay Rate
Wholetime (all staff)	£16.34	£14.14
Female	£15.54	£14.07
Male	£16.39	£14.14
Pay Gap	5.2%	0.5%
On-call	Mean Hourly Pay Rate	Median Hourly Pay Rate
On-call (all staff)	£13.85	£13.93
Female	£13.10	£13.22
Male	£13.86	£13.91
Pay Gap	5.5%	5.0%

Table 3a: Mean hourly pay by operational staff group

- 2.2 Due to the way on-call personnel are paid, the retaining fee element of hourly paid retained staff has been discounted for the hourly pay calculations as this would not give a true reflection of the actual pay for duties performed. As this element of pay is not gender specific, the removal from the calculation had no bearing on the final results.
- 2.3 As set out in paragraph 1.3 of this appendix, 135 on-call staff are salaried rather than pay as you go; which means the makeup of their pay is based on a pre-defined amount per grade and then based on the actual number of hours available cover provided per week. These staff have not been included within the on-call staff group due to these differing pay arrangements but for increased transparency the mean and median hourly pay rates for these members of staff are set out in table 3b below.

On Call	Mean Hourly Pay Rate	Median Hourly Pay Rate
On Call (salaried staff)	£2.56	£2.36
Female	£3.38	£3.23
Male	£2.54	£2.35
Pay Gap	-33.1%	-37.4%

Table 3b: Mean hourly pay by on call salaried staff

2.4 Table 4 below references the salary payable based on being available to work 24/7, i.e. 168 hours per week, and an individual’s actual salary is defined from this point, e.g. a competent firefighter providing 90 hours cover per week would receive an annual salary of £14568 x 90/168 = £7804 per annum. If this is then broken down to an hourly rate based on the 90 hours it would equate to only £1.66 per hour but the majority of this would be for being available to work as opposed to the actual hours worked. As stated previously the rates of pay are agreed locally but aligned to the NJC pay grades and there is no variation in pay between female and male employees.

Operational	Maximum Annual Salary			Hourly Rate		
Firefighter Trainee	£10926			£1.25		
Firefighter Development	£11386			£1.30		
Firefighter Competent	£14568			£1.66		
Crew Manager	£16150			£1.84		
Watch Manager A	£16959			£1.94		
Watch Manager B	£18061			£2.06		
Fire Control	Mean Hourly Pay Rate			Median Hourly Pay Rate		
Control (all staff)	£14.80			£14.56		
Female	£14.93			£14.56		
Male	£14.20			£13.58		
Pay Gap	-5.1%			-7.2%		
Corporate	Mean Hourly Pay Rate Overall	Mean Hourly Pay Rate Full Time	Mean Hourly Pay Rate Part Time	Median Hourly Pay Rate Overall	Median Hourly Pay Rate Full Time	Median Hourly Pay Rate Part Time
Corporate	£14.15	£14.30	£13.69	£12.91	£13.76	£11.96
Female	£13.39	£13.41	£13.35	£11.63	£12.47	£11.28
Male	£14.87	£14.91	£14.64	£14.20	£14.20	£15.80
Pay Gap	10.0%	10.0%	8.8%	18.1%	12.2%	28.6%

Table 4: Mean hourly rate

3. Quartile summary

3.1 The quartile data has been calculated in accordance with the methodology as set out in the Mandatory Gender Pay Gap Reporting document (tables 5 - 8). It recommends that employers need to calculate their quartile data by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from the lowest paid to the highest.

All Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£10.40	83	£10.44	210	0.4%
Lower Mid Quartile	£13.35	27	£13.73	266	2.77%
Upper Mid Quartile	£14.67	32	£15.06	260	2.59%
Upper Quartile	£19.78	49	£20.21	243	2.13%

Table 5: Mean Hourly Pay by Quartile by gender

Wholetime	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£13.11	8	£13.52	96	3.0%
Lower Mid Quartile	£13.99	7	£13.96	97	-0.2%
Upper Mid Quartile	£15.89	4	£15.45	100	-2.9%
Upper Quartile	£20.37	6	£22.57	98	9.7%
On-call	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£10.58	4	£9.98	109	-6.0%
Lower Mid Quartile	£11.98	1	£13.07	112	8.3%
Upper Mid Quartile	£14.49	3	£14.93	110	2.9%

Upper Quartile	£16.62	2	£17.42	111	4.6%
Fire Control	Female		Male		
	Hourly Rate	Number	Hourly Rate	Number	Pay Gap
Lower Quartile	£11.38	6	£12.58	3	9.5%
Lower Mid Quartile	£13.66	8	£14.30	1	4.5%
Upper Mid Quartile	£15.55	7	£14.56	1	-9.3%
Upper Quartile	£18.80	7	£18.60	1	-1.1%
Corporate	Female		Male		
	Hourly Rate	Number	Hourly Rate	Number	Pay Gap
Lower Quartile	£9.49	44	£9.85	22	3.7%
Lower Mid Quartile	£11.82	35	£11.96	31	1.2%
Upper Mid Quartile	£14.53	21	£14.77	44	1.6%
Upper Quartile	£20.63	28	£20.42	37	-1.0%
Corporate Full v Part Time	Female		Male		
	Hourly Rate	Number	Hourly Rate	Number	Pay Gap
Lower Quartile	£9.66	48	£9.48	18	-1.9%
Lower Mid Quartile	£11.98	43	£11.70	23	-2.3%
Upper Mid Quartile	£14.66	55	£14.90	10	1.6%
Upper Quartile	£20.50	49	£20.56	16	0.3%

Table 6: Mean Hourly Pay by Quartile by staff group

Median Hourly Pay					
All Staff	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£10.16	83	£10.71	210	5.1%
Lower Mid Quartile	£13.23	27	£13.82	266	4.3%
Upper Mid Quartile	£14.56	32	£15.21	260	4.3%
Upper Quartile	£18.02	49	£17.59	243	-2.5%

Table 7: Median Hourly Pay by Quartile by gender

Median Hourly Pay					
Wholetime	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£13.55	8	£13.82	96	1.9%
Lower Mid Quartile	£14.07	7	£13.91	97	-0.2%
Upper Mid Quartile	£16.09	4	£15.33	100	-2.9%
Upper Quartile	£17.13	6	£20.94	98	9.7%
On-call	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£10.45	4	£10.32	109	-1.3%
Lower Mid Quartile	£11.98	1	£13.41	112	10.7%
Upper Mid Quartile	£14.50	3	£15.01	110	3.4%
Upper Quartile	£16.62	2	£16.75	111	0.8%

Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£12.12	6	£12.86	3	5.7%
Lower Mid Quartile	£13.24	8	£14.30	1	7.4%
Upper Mid Quartile	£15.91	7	£14.56	1	-9.3%
Upper Quartile	£18.60	7	£18.60	1	0.0%
Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£9.47	44	£9.97	22	5.0%
Lower Mid Quartile	£11.57	35	£12.12	31	4.5%
Upper Mid Quartile	£14.62	21	£14.62	44	0.0%
Upper Quartile	£19.15	28	£17.72	37	-8.1%
Corporate Full vs Part Time	Full Time		Part Time		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£9.97	48	£9.27	18	-7.6%
Lower Mid Quartile	£12.38	43	£11.40	23	-8.6%
Upper Mid Quartile	£14.62	55	£15.21	10	3.9%
Upper Quartile	£18.18	49	£17.98	16	-1.1%

Table 8: Mean Hourly Pay by Quartile by staff group

4. Grade Summary

Wholetime	Mean Hourly Pay by Role				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Apprentice	-	0	£3.40	6	-
Firefighter	£13.59	15	£13.87	215	2.0%
Crew Manager	£15.16	3	£15.54	64	2.4%
Watch Manager	£17.10	5	£17.56	64	2.6%
Station Manager	£27.05	1	£23.37	31	-15.7%
Group Manager	£26.74	1	£26.81	8	0.3%
Area Manager	-	0	£33.88	5	-
ACFO	-	0	£45.47	3	-
CFO	-	0	£64.87	1	-

Table 9: Mean Hourly Pay by role

4.1 Gender pay is analysed below in relation to the Service’s grading structure. The level of analysis can provide a more in depth look at the distribution of pay across the organisation.

On-call	Mean hourly rate by role				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Firefighter	£13.78	7	£13.12	310	-5.0%
Crew Manager	£15.07	3	£14.88	88	-1.3%
Watch Manager	-	0	£17.86	42	-
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Firefighter	£12.97	12	£12.58	3	-3.1%
Crew Manager	£15.26	7	£14.43	2	-5.7%

Watch Manager	£16.29	7	-	0	-
Station Manager	£20.76	2	£18.60	1	-11.6%
Corporate	Female		Male		
	Hourly Rate	Number	Hourly Rate	Number	Pay Gap
Grade A	£8.37	4	£8.04	1	-4.1%
Grade B	£9.12	19	£9.02	4	-1.1%
Grade C	£10.30	26	£10.27	21	-0.3%
Grade D	£11.81	26	£12.36	28	4.4%
Grade E	£13.49	13	£14.22	24	5.1%
Grade F	£15.73	15	£16.04	31	1.9%
Grade G	£17.69	13	£17.48	13	-1.2%
Grade H	£20.09	6	£20.18	7	0.4%
Grade I	£23.16	3	£24.54	1	5.6%
Grade J	£26.99	2	£30.99	2	12.9%
Director	£46.93	1	£46.82	2	-0.2%

Table 10: Mean Hourly Pay by role

5. Bonuses

5.1 The only payments deemed as a bonus in relation to this exercise is for Continuous Professional Development (CPD). As this payment is based on time served after reaching competence in role rather than being gender related, no separate analysis is provided as the amount has been included in the hourly pay calculation.