

Leicestershire County Council

Equal Pay Audit

1st April 2022 to 31st March 2023

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Executive Summary

- 2.1 This report is an overview of the Equal Pay Audit carried out by Strategic Human Resources for the year commencing 1st April 2022 to 31st March 2023.
- 2.2 This audit has included the Eastern Shires Purchasing Organisation (ESPO) as the workforce are designated as County Council employees.
- 2.3 The Audit for 2022/23 was carried out using approved methodology.
- 2.4 The Council has carried out an Equal Pay Audit because;
- 2.5 It gives evidence of whether any pay inequalities exist that could make its pay system discriminatory;
- 2.6 It allows the Council to put right any pay inequalities that are not justified by objective criteria;
- 2.7 It reduces the risk of equal pay claims being lodged against the Council.
- 2.8 The audit has:
- Gathered and scrutinised pay data across all grades, including gross pay, basic pay, and a number of allowances;
 - Conducted an analysis of pay data by sex, ethnicity, age, disability, religion and sexual orientation. However, with the exception of sex and age, no meaningful conclusions can be made in the remaining protected groups, because of the large amount of undisclosed information;
 - Excluded data where information is incomplete, or where errors in data make it impossible to analyse the data without significant further investigation;
 - Identified potential areas where the data suggested potential for gender-based discrepancies where additional allowances are paid there may be sex-based discrepancies between the pay of females and males and gives a view as to the causes of these;
 - Produced a set of recommendations to address areas of potential concern.
- 2.9 The findings of this audit are as follows:
- The Hay Job Evaluation system across all County Council jobs continues to ensure that there is no significant sex-based discrimination in basic pay.
 - There is no direct evidence of sex or age-based pay discrimination;
 - Preliminary examination of the data suggests that there may be sex-based discrepancies in pay for some grades where allowances are paid. However, further examination shows that these discrepancies are related to job roles and not discrimination to the job holder.
- 2.10 The conclusions of the audit are as follows:
- For the majority of grades, there is no pattern of sex or age-based discrimination.
 - The use of the Hay Job Evaluation continues to ensure that the County Council does not face a high risk equal pay liability. The County Council does not operate any bonus schemes.

- The previous report identified that 17.24% of posts received 3% or above in additional payments, this figure has remained largely the same at 17.8% for +/-3% in additional payments and basic salary
- The previous report identified a maximum payment of 180.66% of additional payments in excess of the pay point salary; this has increased to 1100% as a result of additional hours worked by one person who worked a small number of contracted hours.
- Where the pay gap threshold of plus or minus 3% of the average grade salary had been identified further investigation was undertaken. These investigations concluded that whilst there was no obvious discriminatory practice additional payments should be thoroughly reviewed.
- Preliminary examination of the data may have suggested potential gender-based discrepancies where additional allowances are paid. Further analysis identified that the differences in pay related to the nature of the work undertaken and there is no evidence of discrimination

2.11 Recommendations

- To reduce the high percentage of additional payments as a percentage of pay point salary, the high volume of additional hours' payments should be addressed. Managers should ensure that the appropriate contract and contracted hours are provided to employees to meet service demand. In addition, managers with responsibility for awarding additional pay elements need to be reminded of the potential for equal pay liability.
- Allowances need to continue to be reviewed to ensure consistency of application across the County Council.
- Additional payments such as honoraria and market premia payments should continue to be reviewed regularly to ensure that such payments are still justified.
- To ensure managers are reminded of potential for equal pay liability when considering local arrangements and annualised hours contracts and ensure that any seasonal shift patterns meet equal pay requirements.

3 Introduction

- 3.1 An equal pay audit involves comparing the pay of protected groups against others who are doing equal work in an organisation, identifying and investigating any differences in pay and taking steps to address those differences that cannot be justified by the requirements of the job.
- 3.2 This audit has included the Eastern Shires Purchasing Organisation (ESPO) as the workforce are designated as County Council employees. ESPO is a supply organisation. The combined LCC and ESPO workforce is 68% female and 32% male. The ESPO workforce is 54% male and 46% female. ESPO operates shift working within a warehouse/distribution operation.
- 3.3 The 2022/23 Audit has followed the Equality and Human Rights Commission's five-step model for carrying out equal pay audits;
- 3.3.1 Decide the scope of the audit and identify the data needed;
- 3.3.2 Identify where employees are doing equal work, like work, work rated as equivalent, work of equal value;
- 3.3.3 Collect pay data to identify gaps;
- 3.3.4 Establish the cause of pay gaps and decide whether they are free from discrimination;
- 3.3.5 Address any pay gaps that are discriminatory.
- 3.4 The scope of the Audit includes centrally based employees within the County Council and ESPO whose salary is based on the Council's grade structure. The Audit does not include employees;
- In Leicestershire schools and colleges;
 - Centrally employed Teachers;
 - Apprentices;
 - Casual Workers.
- 3.5 Analysis of the data showed that there was enough recorded data to undertake an equal pay audit on sex, ethnicity, age, disability, religion and sexual orientation. However, with the exception of sex and age, no meaningful conclusions can be made in the remaining areas because of the large amount of information not being disclosed by employees.
- 3.6 The introduction of the Oracle Recruitment Cloud system in April 2023 means that information on protected characteristics collected during the recruitment process is transferred to the employee's record on appointment. This will improve the volume and quality of the data for future audits.

Current Pay Policy

- 4.1 The County Council used the Hay Job Evaluation Scheme to implement a local grading structure in 2002. All posts within the scope of this Audit have been evaluated under this scheme to decide the appropriate grade within the grading structure. Each grade

has a number of incremental points and progression through the grade is on a time-served basis. Annual pay awards follow agreements reached at national level by the relevant negotiating bodies i.e. the National Joint Council for Local Government Employees, Joint Negotiating Committee for Chief Officers and the Joint Negotiating Committee for Chief Executives.

Job Evaluation

5.1 Job Evaluation (JE) measures the contribution made by a job to the function, service or department. JE does not take account of the performance of the job holder; that is a separate matter. Jobs are designed to enable them to be undertaken competently, and the evaluation assumes that the job is being done to a competent level. Jobs are evaluated on what they are now, not what they were in the past, or what they might become in the future. Fundamentally, JE is a means to: -

- Establish the appropriate rank of jobs in an organisation;
- Establish the relative distance between jobs within the ranking;
- Provide a systematic measurement of job size (i.e. total points score for job), relative to other posts, to enable salary comparisons to be made.

5.2 The Hay Scheme is an analytical scheme widely used by other local authorities and large organisations. Each job is measured against the same factors – Know How, Problem Solving and Accountability – which produces a job size. This is then matched against the grade structure to determine the job grade.

5.3 The use of the Hay Job Evaluation Scheme across all jobs within the Council (except teaching staff in schools) has ensured that there is now no significant gender, ethnicity, age or disability-based discrepancies in basic pay.

5.4 The identification of when men and women are doing equal work was based on the size and complexity of the work. The implementation of the Hay Job Evaluation Scheme means that the County Council has rated work as equivalent through that process.

Methodology

6.1 The analysis of the data was undertaken by Leicestershire County Council Data and Business Intelligence Team using approved methodology.

6.2 In order to set up an equitable base for the audit;

- The payroll data underwent a cleansing exercise to remove employees whose employment either started or finished during the financial year;
- The annual salaries of employees paid on the Council's grade structure who are contracted to work on a part-time basis were assimilated to that of a full-time employee;
- Employees on career grades were assimilated to the grade of their pay point.
- Any additional income paid to an employee was then added to produce a gross salary for each employee.

- The raw payroll data identified any employees who have been overpaid their base salary and employees who have been underpaid. In all circumstances individuals' pay was corrected in the same financial year or in 2022/23.

6.3 The cleansing process resulted in the analysis being undertaken on 3983 employees (headcount) or 4016 jobs.

6.4 Data was anonymised in readiness for the Data and Business Intelligence Team to import the records into the tableau dashboards. All references to names were removed, in line with the Data Protection Act, leaving only the payroll reference number in order to be able to trace any records more easily on the payroll system, should further explanation be needed.

6.5 Where there was a clear indication of a pay gap of more than 3%, in line with the guidelines in the Code of Practice on Equal Pay, further investigation was carried out to find out the cause of the gap.

Workforce Analysis

7.1 All employees who were not employed for the whole of the Audit period, 1st April 2022 to 31st March 2023 were not included within the audit. The audit was undertaken on 3986 individual Council employees occupying 4016 posts providing a diverse range of services. Of the 4515 posts there are 4469 single occupancy posts.

7.2 The following tables show the base data for the distribution of the workforce for the period of this audit and the audit undertaken in 2019/2020 and the % differences since the previous report.

Gender	2022/2023 Data		2022/2023 Data excluding ESPO		2019/2020 Data		2022/23 Data excluding ESPO		Diff between 2022/2023 & 2019/2020	
	No. of Emps	% of Emps	No. of Emps	% of Emps	No. of Emps	% of Emps	No. of Assmt	% of Assmt	Incl. ESPO	excl. ESPO
Female	2713	68.11%	2592	69.63%	383275	73.28%	2618	69.72%	-1.61%	-3.65%
Male	1270	31.89%	1130	30.27%	1194	26.72%	1137	30.28%	1.61%	3.65%
Total	3983	100%	3722	100%	4469	100	3755	100%		

Age	2022/2023 Data		2022/2023 Data excluding ESPO		2019/2020 Data		2019/2020 Data excluding ESPO		Diff between 2022/2023 & 2019/2020	
	No. of Emps	% of Emps	No. of Emps	% of Emps	No. of Emps	% of Emps	No. of Assmt	% of Assmt	Incl. ESPO	excl. ESPO
17 to 34	575	14.51%	530	14.24%	672	15.04%	532	14.17%	-0.53%	-0.8%
35 to 54	1997	50.14%	1872	50.30%	2319	51.89%	1894	50.44%	1.75%	-0.14%
55 plus	1411	35.42%	1320	35.46%	1478	33.07%	1329	35.39%	2.35%	0.07%
Total	3983	100%	3722	100%	4469	100%	3755	100%		

Disability	2022/23 data		2022/23 Data excluding ESPO		2019/2020 data		2019/2020 Data excluding ESPO		Differential between 2022/2023 & 2019/2020	
	No. of Emps	% of Emps	No. of Emps	% of Emps	No. of Emps	% of Emps	No. of Emps	% of Emps	Incl. ESPO	excl. ESPO
Disabled	255	6.4%	247	6.64%	227	5.08%	219	5.20%	1.32%	1.32%
Not Disabled	2813	70.63%	2653	71.28%	3415	76.42%	3228	76.66%	5.79%	1.44%
Not Obtained/prefers not to state	915	22.97%	822	22.08%	827	18.50%	764	18.15%	-4.47%	-3.93%
Total	3983	100%	3722	100%	4469	100%	4211	100%		

Religion	2022/23 data		2022/2023 Data excluding ESPO		2019/2020		2019/2020 Data excluding ESPO		Differential between 2019/2020 & 2022/2023	
	No. of Emps	% of Emps	No of Emps	% of Emps	No of Emps	% of Emps	No. of Emps	% of Emps	Incl. ESPO	excl. ESPO
Christian	1220	30.62%	1156	31.06%	1413	31.62%	1338	31.77%	-1.0%	-0.71%
Other Religion	385	9.67%	367	9.86%	954	21.35%	904	21.47%	-11.68%	-11.61%
None	994	24.96%	939	25.23%	1568	35.09%	1480	35.15%	-10.13%	-9.92%
Not Obtained/ Prefers Not to State	1384	34.75%	1260	33.85%	534	11.95%	489	11.61%	22.80%	22.24%
Total	3983	100%	3722	100%	4469	100%	4211	100%		

Sexual Orientation	2022/2023		2022/2023 Data excluding ESPO		2019/2020Data		2019/2020 Data excluding ESPO		Differential between 2019/20 & 2022/2023	
	No of Emps	% of Emps	No of Emps	% of Emps	No of Emps	% of Emps	No of Emps	% of Emps	Incl. ESPO	excl. ESPO
Heterosexual	2337	58.67%	2219	59.62%	2402	53.75%	2265	53.79%	4.92%	5.83%
LGBT	104	2.61%	101	2.71%	86	1.92%	86	2.04%	0.69%	0.57%
Not Obtained/ Prefers Not to State	1542	38.71%	1402	37.67%	1981	44.33%	1860	44.17%	-5.62%	-6.66%
Total	3983	100%	3722	100%	4469	100%	4211	100%		

Analysis of Pay

- 8.1 Workforce data for the period April 2022 to March 2023 forms the baseline against which all the other data reports are measured to assess if there is a sex or age gap, and if so, how much.
- 8.2 This report incorporates basic pay, allowances and additional payments that make up total pay. This was scrutinised at each grade.
- 8.3 All part-time workers were “pro-rated” up to full-time equivalent (FTE) for this report. This was done as a snapshot exercise by taking the hours of a person at the start of each month. The result may not accurately reflect someone’s actual working pattern, where hours may fluctuate throughout the year. In some cases this calculation may have led to the data being misinterpreted as this can lead to an overpayment or underpayment.

8.4 Basic Pay

- 8.4.1 The County Council’s Grading Structure (Appendix A) shows the annual basic pay for all grades. Basic pay is the pay received by an employee for doing the job before any additional pay elements are added. The following chart, showing actual figures used in the analysis, is a breakdown of the number of posts and the percentage of the workforce within each grade:

Grade	No. of Posts	% in Grade		Grade	No. of Posts	% in Grade
A22	1	0.1%		A11	347	8.6%
A21	0	0.0%		A10	478	11.9%
A20	7	0.2%		A09	581	14.5%
A19	5	0.1%		A08	391	9.7%
A18	8	0.2%		A07	339	8.4%
A17	11	0.3%		A06	590	14.7%
A16	23	0.6%		A05	221	5.5%
A15	49	1.2%		A04	46	1.1%
A14	128	3.2%		A03	134	3.3%
A13	260	6.5%		A02	50	1.2%
A12	335	8.3%		Soulbury	10	0.3
Apprentice	1	0.1		Total	4015	100.00%

Analysis of Additional Pay and Allowances

9.1 There are a number of additional elements that may make up an employee's pay. The additional pay and allowances that were taken into consideration for the purpose of this audit were:

- Additional Hours payments;
- Honorarium payments;
- Market Premia;
- Allowances;
- Stand-by & Night Duty payments.

9.2 These were examined for all employees in receipt of these additional payments.

9.3 By Sex

9.3.1 The following chart shows the number of posts occupied by female and male employees and the percentage in receipt of the additional payments and allowances identified in this report.

All additional payments and allowances			
Sex	No. of Posts	No. of Posts receiving payments	% of Posts receiving payments
Female	2739	1199	43.77%
Male	1127	917	81.36%
Total	3508	2116	60.32%

Sex	No. of Post	Additional Hours	% of Posts	Night Shift Payments	% of Posts	Stand-By Payments	% of Posts
Female	2739	239	8.2%	8	0.29%	48	1.75%
Male	1127	145	12.86%	34	3.01%	14	1.24%

Sex	No. of Post	Honoraria	% of Posts	Other Allowances	% of Posts	Market premia	% of Posts
Female	2739	46	1.68%	910	33.22%	187	6.83%
Male	1127	17	1.58%	505	44.81%	202	17.92%

9.3.2 There has been a significant increase in the number of market premia and honorarium payments since the previous equal pay audit.

9.4 By Age

9.4.1 The following chart shows the age range occupying posts and the percentage in receipt of additional payments and allowances identified in this report.

All additional payments and allowances			
Age Band	No. of Posts	No. of Posts receiving payments	% of Posts receiving payments
17-34	577	318	7.80%
35-54	2059	1192	29.38%
55 plus	1420	355	35.00%
Total	4056	1865	45.98%

	No. of Post	Additional Hours	% of Posts	Night Shift Payments	% of Posts	Stand-By Payments	% of Posts
17-34	577	62	10.74%	5	0.86%	2	0.35%
35-54	2059	201	9.76%	25	2.64%	34	1.65%
55 plus	1420	121	8.52%	12	9.76%	26	1.83%

Age	No. of Post	Honoraria	% of Posts	Market premia	% of Posts	Other Allowances	% of Posts
17-34	577	23	3.98%	52	9.01%	174	30.15%
35-54	2059	39	1.89%	222	10.78%	671	32.58%
55 plus	1420	1	0.07%	115	8.09%	80	5.63%

Analysis of Percentage Additional Pay and Allowances to Pay Point

9.4.3 An analysis was also done to show the percentage addition to employees' basic pay point annual salary due to additional pay, allowances and basic pay in the County Council as a whole and at departmental level. The following charts show the outcome of this analysis;

Band	Number of Posts	% of workforce
Below 3%	33	0.8%
Acceptable	3270	81.4%
3% and above	713	17.8%

Department	Band	Numb of Posts	% of workforce	Max % in each Band	% Band Average
A001 ESPO					
	Below -3%	1	0.4%	-4.2%	-4.2
	Acceptable	165	63.2%	2.20%	0.9%
	3% and above	95	36.4%	26.4%	17.20%
A001 ESPO Total		261			
C0001 Chief Executive's					
	Below -3%	3	1.3%	-8.6%	-7.9%
	Acceptable	205	91.1%	2.5%	-1.15%
	3% and above	17	7.6%	56.52%	3.32%
C0001 Chief Executive's Total		225			
J0001 Environment & Transport					
	Below -3%	3	0.4%	-13.2%	-9.15%
	Acceptable	502	66.0%	2.8%	0.4%
	3% and above	256	33.6%	300%	1.17%
J0001 Environment & Transport Total		761			
K0001 Children & Families Services	Below -3%	5	0.60%	-8.20%	-5.85%
	Acceptable	668	80.28%	9.76%	0.00%
	3% and above	162	19.40%	1100%	6.7%
K0001 Children & Families Services Total		835			
P0001 Public Health	Below -3%	1	0.82%	-41.8%	-41.8%
	Acceptable	114	92.63%	2.4%	2.2%
	3% and above	8	6.5%	200%	25%
P0001 Public Health Total		123			
R0001 Corporate Resources	Below -3%	4	0.50%	-8.2%	-4.4%
	Acceptable	749	94.57%	2.9%	2.55%
	3% and above	39	4.92%	1093.5%	28.03%
R0001 Corporate Resources Total		792			
S0001 Adults & Communities	Below -3%	16	13.3%	-29.6%	-1.85%
	Acceptable	880	85.2%	2.9%	0.0%
	3% and above	137	1.5%	500%	3.6%
S0001 Adults & Communities Total		1033			

- 9.4.4 The data shows that 81.4% of the workforce is at the acceptable level of $\pm 3\%$ in respect of receiving additional pay and basic pay to their basic pay point related salary.
- 9.4.5 An in-depth analysis has shown that for the 17.8% of the workforce receiving in excess of $\pm 3\%$ additional pay and basic pay to their pay point salary there is no direct evidence of sex-based pay discrepancies in the areas tested as the additions are inherent in the nature of the post and the work undertaken.
- 9.4.6 The previous Report identified that 21.64% of posts received 3% or above in additional payments, this figure has reduced to 17.8% for $\pm 3\%$ in additional payments and basic salary. The previous Report identified a maximum payment of 180.66% of additional payments in excess of the pay point salary; this has increased to 1100%. Further examination found that this has occurred where individuals are contracted for very few hours and then work a large number of additional hours.

Pay Gap Analysis

- 10.1 Gender Pay Gap and Age Pay Gap show discrepancies found above the threshold of +/- 3%. There was not enough comparative data to analyse Ethnicity, Disability, Religion and Sexual Orientation.
- 10.2 Investigation has shown that the gaps do not appear to be a consequence of discriminatory practices but a consequence of work-related additional payments and allowances.

Conclusions

- 11.1 The conclusions of the audit are as follows:
- 11.2 For the majority of grades, there is no pattern of sex or age-based discrimination.
- 11.3 The use of the Hay Job Evaluation scheme continues to ensure that the County Council does not face a high risk equal pay liability. The County Council does not operate any bonus schemes.
- 11.4 The previous Report identified that 17.24% of posts received 3% or above in additional payments, this figure has remained broadly similar and now stands at 17.8% for +/-3 in additional payments and basic salary. The previous Report identified a maximum payment of 180.66% of additional payments in excess of the pay point salary; this has increased to 1100% as a result of additional hours worked by someone who worked a small number of contracted hours.
- 11.5 Where the pay gap threshold of plus or minus 3% of the average grade salary had been identified further investigation was undertaken. These investigations concluded that there was no obvious discriminatory practice.
- 11.6 There is evidence of potential gender bias in respect of some additional payments. Although these payments are related to job roles, the variation in the amounts paid merit further examination.

Recommendations

- 13.1 To reduce the high percentage of additional payments as a percentage of pay point salary, the high volume of additional hours payments should be addressed. Managers should ensure that the appropriate contract and contracted hours are provided to employees to meet service demand. In addition, managers with responsibility for awarding other additional pay elements need to be reminded of the potential for equal pay liability. HR and OD Business Partners will bring reports to DMTs for discussion and action where required.
- 13.2 Allowances need to continue to be reviewed to ensure consistency of application across the County Council.
- 13.3 Additional payments such as honoraria and market premia payments should continue to be reviewed regularly to ensure that such payments are still justified.

Appendix A

Leicestershire County Council Grade Structure

April 2023 - March 2024

Grade	Pay Point	From 1 April 2023	
		Salary	Hourly Rate
2	1	£22,374	£11.59
	2	£22,374	£11.59
3	3	£22,374	£11.59
	4	£22,530	£11.67
4	5	£22,743	£11.78
	6	£22,932	£11.88
5	7	£23,118	£11.97
	8	£23,505	£12.17
6	9	£23,898	£12.38
	10	£24,300	£12.59
7	11	£24,708	£12.80
	12	£25,125	£13.01
	13	£25,551	£13.23
	14	£25,983	£13.46
8	15	£26,427	£13.69
	16	£27,339	£14.16
	17	£27,807	£14.40
	18	£28,776	£14.91
9	19	£29,784	£15.43
	20	£30,300	£15.69
	21	£31,371	£16.25
	22	£32,004	£16.58
10	23	£33,060	£17.12
	24	£34,185	£17.71
	25	£35,373	£18.32
	26	£36,660	£18.99
11	27	£37,410	£19.38

	28	£38,235	£19.80
	29	£39,123	£20.26
	30	£40,083	£20.76
12	31	£41,208	£21.34
	32	£42,396	£21.96
	33	£43,671	£22.62
	34	£45,054	£23.34
13	35	£46,404	£24.04
	36	£47,808	£24.76
	37	£49,284	£25.53
	38	£50,865	£26.35
14	39	£52,413	£27.15
	40	£54,084	£28.01
	41	£55,857	£28.93
	42	£57,774	£29.93
15	43	£59,580	£30.86
	44	£61,485	£31.85
	45	£63,477	£32.88
	46	£65,550	£33.95
16	47	£68,085	£35.27
	48	£70,782	£36.66
	49	£73,662	£38.15
	50	£76,854	£39.81
17	51	£80,175	£41.53
	52	£83,652	£43.33
	53	£87,303	£45.22
	54	£91,134	£47.20
18	55	£93,279	
	56	£97,191	
	57	£101,253	
	58	£105,504	
19	59	£116,169	
	60	£119,088	

	61	£124,602	
	62	£130,542	
20	63	£134,622	
	64	£138,897	
	65	£143,421	
	66	£148,281	
21	67	£145,800	
	68	£152,412	
	69	£159,330	
	70	£166,572	
22	71	£194,445	
	72	£201,276	
	73	£208,452	
	74	£221,373	

Comparison of current workforce by sex

		Gender identity				Grand Total	
		Female		Male			
Grade	Spinal Point	Assign.	%	Assign.	%	Assign.	%
2	1	2	0.1%			2	0.0%
	2	36	1.3%	12	0.9%	48	1.2%
	Grade total	38	1.4%	12	0.9%	50	1.2%
3	3	2	0.1%	4	0.3%	6	0.1%
	4	68	2.5%	60	4.7%	128	3.2%
	Grade total	70	2.6%	64	5.0%	134	3.3%
4	5	2	0.1%	3	0.2%	5	0.1%
	6	24	0.9%	17	1.3%	41	1.0%
	Grade total	26	0.9%	20	1.6%	46	1.1%
5	7	18	0.7%	12	0.9%	30	0.7%
	8	84	3.1%	107	8.4%	191	4.8%
	Grade total	102	3.7%	119	9.3%	221	5.5%
6	9	70	2.6%	12	0.9%	82	2.0%
	10	417	15.2%	91	7.1%	508	12.6%
	Grade total	487	17.8%	103	8.1%	590	14.7%
7	11	25	0.9%	13	1.0%	38	0.9%

	12	27	1.0%	14	1.1%	41	1.0%
	13	37	1.4%	7	0.5%	44	1.1%
	14	120	4.4%	96	7.5%	216	5.4%
	Grade total	209	7.6%	130	10.2%	339	8.4%
8	15	54	2.0%	21	1.6%	75	1.9%
	16	21	0.8%	15	1.2%	36	0.9%
	17	30	1.1%	17	1.3%	47	1.2%
	18	165	6.0%	68	5.3%	233	5.8%
	Grade total	270	9.9%	121	9.5%	391	9.7%
9	19	81	3.0%	20	1.6%	101	2.5%
	20	72	2.6%	26	2.0%	98	2.4%
	21	24	0.9%	17	1.3%	41	1.0%
	22	269	9.8%	72	5.6%	341	8.5%
	Grade total	446	16.3%	135	10.6%	581	14.5%
10	23	66	2.4%	21	1.6%	87	2.2%
	24	41	1.5%	17	1.3%	58	1.4%
	25	31	1.1%	14	1.1%	45	1.1%
	26	171	6.2%	117	9.2%	288	7.2%
	Grade total	309	11.3%	169	13.2%	478	11.9%
11	27	36	1.3%	16	1.3%	52	1.3%
	28	23	0.8%	12	0.9%	35	0.9%
	29	23	0.8%	11	0.9%	34	0.8%
	30	168	6.1%	58	4.5%	226	5.6%
	Grade total	250	9.1%	97	7.6%	347	8.6%
12	31	34	1.2%	12	0.9%	46	1.1%
	32	11	0.4%	7	0.5%	18	0.4%
	33	19	0.7%	9	0.7%	28	0.7%
	34	157	5.7%	86	6.7%	243	6.1%
	Grade total	221	8.1%	114	8.9%	335	8.3%
13	35	21	0.8%	10	0.8%	31	0.8%
	36	22	0.8%	7	0.5%	29	0.7%
	37	15	0.5%	10	0.8%	25	0.6%
	38	114	4.2%	61	4.8%	175	4.4%
	Grade total	172	6.3%	88	6.9%	260	6.5%
14	39	11	0.4%	6	0.5%	17	0.4%
	40	11	0.4%	6	0.5%	17	0.4%
	41	6	0.2%	7	0.5%	13	0.3%
	42	44	1.6%	37	2.9%	81	2.0%
	Grade total	72	2.6%	56	4.4%	128	3.2%
15	43	1	0.0%	1	0.1%	2	0.0%
	44	5	0.2%	2	0.2%	7	0.2%
	45	2	0.1%	1	0.1%	3	0.1%
	46	25	0.9%	12	0.9%	37	0.9%

	Grade total	33	1.2%	16	1.3%	49	1.2%
16	47	1	0.0%			1	0.0%
	48	2	0.1%	2	0.2%	4	0.1%
	49			3	0.2%	3	0.1%
	50	6	0.2%	9	0.7%	15	0.4%
	Grade total	9	0.3%	14	1.1%	23	0.6%
17	51			2	0.2%	2	0.0%
	52	1	0.0%			1	0.0%
	53	3	0.1%			3	0.1%
	54	2	0.1%	3	0.2%	5	0.1%
	Grade total	6	0.2%	5	0.4%	11	0.3%
18	55	1	0.0%			1	0.0%
	58	3	0.1%	4	0.3%	7	0.2%
	Grade total	4	0.1%	4	0.3%	8	0.2%
19	59	1	0.0%			1	0.0%
	60			1	0.1%	1	0.0%
	61	1	0.0%			1	0.0%
	62	1	0.0%	1	0.1%	2	0.0%
	Grade total	3	0.1%	2	0.2%	5	0.1%
20	65	1	0.0%			1	0.0%
	66	2	0.1%	4	0.3%	6	0.1%
	Grade total	3	0.1%	4	0.3%	7	0.2%
22	74			1	0.1%	1	0.0%
	Grade total			1	0.1%	1	0.0%
LG Band 9	27	1	0.0%			1	0.0%
	Grade total	1	0.0%			1	0.0%
Minimum Wage	5			1	0.1%	1	0.0%
	Grade total			1	0.1%	1	0.0%
Soulbury Psychologists	8	1	0.0%			1	0.0%
	9	1	0.0%			1	0.0%
	10	1	0.0%			1	0.0%
	11	3	0.1%	1	0.1%	4	0.1%
	Grade total	6	0.2%	1	0.1%	7	0.2%
Soulbury Senior Psychologists	8	1	0.0%			1	0.0%
	11	1	0.0%			1	0.0%
	16			1	0.1%	1	0.0%
	Grade total	2	0.1%	1	0.1%	3	0.1%