

## Response to Request for Information

Reference      FOI 002811  
Date            01 October 2018

### ***Number of employees at each grade level broken down by gender***

#### **Request:**

Pursuant to the Freedom of information act please supply a list of all pay grades (including both NJC and JNC) in the council showing:

1. The name/designation for the grade
2. The salary range for the grade
3. The Spinal Column Point range for that grade (where applicable)
4. The pay negotiating body that grade falls under (e.g. NJC, JNC &c)
5. Total number of people at that grade in BCC
6. Total number of FTE at that grade •Total number of men at that grade
7. Total number of FTE men at that grade
8. Total number of women at that grade
9. Total number of FTE women at that grade
10. Average length of service for all staff at that grade (i.e. how long they have worked in the council, not how long they have been in that grade)
11. Average length of service for the men at that grade (i.e. how long they have worked in the council, not how long they have been in that grade)
12. Average length of service for women at that grade (i.e. how long they have worked in the council, not how long they have been in that grade)
13. Total number of people with a declared disability at that grade, where there are more than 10 people at that grade (this is to avoid to avoid running into GDPR issues)
14. Average age of all staff at that grade, where there are more than 10 people at that grade (this is to avoid to avoid running into GDPR issues)
15. Average age of men at that grade, where there are more than 10 people at that grade (this is to avoid to avoid running into GDPR issues)
16. Average age of women at that grade, where there are more than 10 people at that grade (this is to avoid to avoid running into GDPR issues)

[In response to your request please find our response below:](#)

[NOT PROTECTIVELY MARKED]

Grade	GR01	GR02	GR03	GR04	GR05	GR06	GR07	GR08	GR09	GR10	GR11	GR12	GR13	GR14	GR15	GR16
<b>Salary Range</b>	16,863	17,007	17,173 - 17,972	18,672 - 20,541	22,401 - 25,463	28,221 - 32,233	35,229 - 39,961	42,806 - 46,608	49,522 - 52,416	55,319 - 58,174	61,008 - 64,802	67,659 - 77,476	83,314 - 100,295	104,050 - 114,455	128,770 - 138,907	150,000 - 160,000
<b>Point</b>	1	2	3 - 6	8 - 12	15 - 19	22 - 27	30 - 35	38 - 42	45 - 48	51 - 54	57 - 61	62 - 66	67 - 71	72 - 75	76 - 80	81 - 85
<b>NJC/JNC</b>	NJC	NJC	NJC	NJC	NJC	NJC	NJC	NJC	NJC	NJC	NJC	JNC	JNC	JNC	JNC	JNC
<b>Employees</b>	29	796	211	699	932	529	478	210	98	14	30	9	6	9	1	1
<b>FTE</b>	1.0	318.5	143.6	564.4	740.1	488.8	444.8	193.2	95.0	14.0	30.0	9.0	5.6	9.0	1.0	1.0
<b>Avg Service (years)</b>	9.6	12.5	11.2	11.9	13.8	12.8	11.8	12.6	11.4	10.5	13.5	7.7	1.5	4.8	9.8	5.4
<b>Male</b>	15	68	108	233	249	198	142	57	34	2	11	4	3	5	1	1
<b>Male FTE</b>	0.3	32.9	80.6	207.9	186.1	191.7	138.6	54.5	33.3	2.0	11.0	4.0	2.6	5.0	1.0	1.0
<b>Avg Service</b>	11.1	10.5	8.8	10.7	12.9	11.9	13.3	13.1	10.3	22.1	12.8	6.7	2.1	1.6	9.8	5.4
<b>Female</b>	14.0	728.0	103.0	466.0	683.0	331.0	336.0	153.0	64.0	12.0	19.0	5.0	3.0	4.0	0.0	0.0
<b>Female FTE</b>	0.6	285.5	62.9	356.6	554.0	297.2	306.3	138.7	61.7	12.0	19.0	5.0	3.0	4.0	0.0	0.0
<b>Avg Service</b>	8.0	12.7	13.7	12.5	14.1	13.4	11.1	12.4	12.0	8.5	13.8	8.5	1.0	8.7	0	0
<b>Disabled</b>	4	12	9	19	19	22	14	8	4	0	2	1	1	0	0	0
<b>Avg Age</b>	47	53	51	46	46	44	45	47	47	45	48	47	46	45	46	52
<b>Avg Age Men</b>	47	55	50	46	45	45	48	48	46	46	49	44	48	46	46	52
<b>Avg Age Women</b>	46	53	51	46	47	43	44	46	48	45	48	49	44	43	0	0