

Equal Pay Review
Council Wide Analysis - October 2008

COUNCIL WIDE

Grade	Number in Grade	Male						Female					
		Full Time	%age	Part Time	%age	Total Male	% Male	Full Time	%age	Part Time	%age	Total Female	% Female
Grade 1	6930	1058	75%	355	25%	1413	20%	934	17%	4583	83%	5517	80%
Grade 2	3583	1543	96%	67	4%	1610	45%	1210	61%	763	39%	1973	55%
Grade 3	1848	848	96%	37	4%	885	48%	720	75%	243	25%	963	52%
Grade 4	258	152	99%	2	1%	154	60%	94	90%	10	10%	104	40%
Grade 5	154	94	100%	0	0%	94	61%	58	97%	2	3%	60	39%
Grade 6 +	35	21	100%	0	0%	21	60%	14	100%	0	0%	14	40%
Total Employees	12808	3716	89%	461	11%	4177	33%	3030	35%	5601	65%	8631	67%

COMMUNITY RESOURCES

Grade	Number in Grade	Male						Female					
		Full Time	%age	Part Time	%age	Total Male	% Male	Full Time	%age	Part Time	%age	Total Female	% Female
Grade 1	2715	724	77%	215	23%	939	35%	161	9%	1615	91%	1776	65%
Grade 2	749	597	98%	13	2%	610	81%	99	71%	40	29%	139	19%
Grade 3	246	87	76%	28	24%	115	47%	49	37%	82	63%	131	53%
Grade 4	28	19	100%	0	0%	19	68%	7	78%	2	22%	9	32%
Grade 5	16	14	100%	0	0%	14	88%	2	100%	0	0%	2	13%
Grade 6 +	4	3	100%	0	0%	3	75%	1	100%	0	0%	1	25%
Total Employees	3758	1444	85%	256	15%	1700	45%	319	16%	1739	84%	2058	55%

CORPORATE RESOURCES

Grade	Number in Grade	Male						Female					
		Full Time	%age	Part Time	%age	Total Male	% Male	Full Time	%age	Part Time	%age	Total Female	% Female
Grade 1	65	10	91%	1	9%	11	17%	41	76%	13	24%	54	83%
Grade 2	75	12	92%	1	8%	13	17%	47	76%	15	24%	62	83%
Grade 3	72	19	95%	1	5%	20	28%	42	81%	10	19%	52	72%
Grade 4	23	8	89%	1	11%	9	39%	13	93%	1	7%	14	61%
Grade 5	17	7	100%	0	0%	7	41%	9	90%	1	10%	10	59%
Grade 6+	5	3	100%	0	0%	3	60%	2	100%	0	0%	2	50%
Total Employees	257	59	94%	4	6%	63	25%	154	79%	40	21%	194	75%

EDUCATION RESOURCES

Grade	Number in Grade	Male						Female					
		Full Time	%age	Part Time	%age	Total Male	% Male	Full Time	%age	Part Time	%age	Total Female	% Female
Grade 1	1757	18	28%	46	72%	64	4%	153	9%	1540	91%	1693	96%
Grade 2	683	110	90%	12	10%	122	18%	239	43%	322	57%	561	82%
Grade 3	172	42	98%	1	2%	43	25%	89	69%	40	31%	129	75%
Grade 4	41	16	100%	0	0%	16	39%	24	96%	1	4%	25	61%
Grade 5	24	11	100%	0	0%	11	46%	13	100%	0	0%	13	54%
Grade 6 +	9	3	100%	0	0%	3	33%	6	100%	0	0%	6	67%
						0							
Total Employees	2686	200	77%	59	23%	259	10%	524	22%	1903	78%	2427	90%

ENTERPRISE RESOURCES

Grade	Number in Grade	Male						Female					
		Full Time	%age	Part Time	%age	Total Male	% Male	Full Time	%age	Part Time	%age	Total Female	% Female
Grade 1	146	71	95%	4	5%	75	51%	50	70%	21	30%	71	49%
Grade 2	284	212	99%	3	1%	215	76%	51	74%	18	26%	69	24%
Grade 3	192	143	99%	2	1%	145	76%	37	79%	10	21%	47	24%
Grade 4	58	40	100%	0	0%	40	69%	17	94%	1	6%	18	31%
Grade 5	26	17	100%	0	0%	17	65%	8	89%	1	11%	9	35%
Grade 6+	6	5	100%	0	0%	5	83%	1	100%	0	0%	1	17%
Total Employees	712	488	98%	9	2%	497	70%	164	76%	51	24%	215	30%

Finance and IT

Grade	Number in Grade	Male						Female					
		Full Time	%age	Part Time	%age	Total Male	% Male	Full Time	%age	Part Time	%age	Total Female	% Female
Grade 1	30	4	80%	1	20%	5	17%	16	65%	9	35%	25	83%
Grade 2	78	17	89%	2	11%	19	24%	40	68%	19	32%	59	76%
Grade 3	124	67	100%	0	0%	67	54%	50	88%	7	12%	57	46%
Grade 4	37	20	100%	0	0%	20	54%	13	76%	4	24%	17	46%
Grade 5	22	13	100%	0	0%	13	59%	9	100%	0	0%	9	41%
Grade 6 +	3	1	100%	0	0%	1	50%	2	100%	0	0%	2	67%
Total Employees	294	122	98%	3	2%	125	43%	130	77%	39	23%	169	57%

Housing and Technical Resources

Grade	Number in Grade	Male						Female					
		Full Time	%'age	Part Time	%'age	Total Male	% Male	Full Time	%'age	Part Time	%'age	Total Female	% Female
Grade 1	519	176	99%	1	1%	177	34%	233	68%	109	32%	342	66%
Grade 2	1065	512	99%	7	1%	519	49%	382	70%	164	30%	546	51%
Grade 3	502	353	100%	1	0%	354	71%	126	85%	22	15%	148	29%
Grade 4	42	34	100%	0	0%	34	81%	7	88%	1	13%	8	19%
Grade 5	30	24	100%	0	0%	24	80%	6	100%	0	0%	6	20%
Grade 6 +	4	4	100%	0	0%	4	100%	0	0%	0	0%	0	0%
Total Employees	2162	1103	99%	9	1%	1112	51%	754	72%	296	28%	1050	49%

Appendix A

Social Work Resources

Grade	Number in Grade	Male						Female					
		Full Time	%'age	Part Time	%'age	Total Male	% Male	Full Time	%'age	Part Time	%'age	Total Female	% Female
Grade 1	1698	55	39%	87	61%	142	8%	280	18%	1276	82%	1556	92%
Grade 2	649	83	74%	29	26%	112	18%	352	66%	185	34%	537	82%
Grade 3	540	137	97%	4	3%	141	25%	327	80%	72	20%	399	75%
Grade 4	29	15	94%	1	6%	16	42%	13	97%	0	3%	13	58%
Grade 5	19	8	100%	0	0%	8	43%	11	100%	0	0%	11	57%
Grade 6 +	4	2	100%	0	0%	2	60%	2	100%	0	0%	2	40%
Total Employees	2939	300	71%	121	29%	421	14%	985	39%	1533	61%	2517	86%