

| City Pay Band                  | Salary Range      | Age Band 16 to 24 | % Age Band 16 to 24 | Age Band 25 to 40 | % Age Band 25 to 40 | Age Band 41 to 49 | % Age Band 41 to 49 | Age Band 50 to 54 | % Age Band 50 to 54 | Age Band 55 to 65 | % Age Band 55 to 65 | Age Band 65+ | % Age Band 65+ | Grand Total | % distribution across pay bands |
|--------------------------------|-------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|--------------|----------------|-------------|---------------------------------|
| 1                              | £10,668 - £13,581 | 4                 | 0.3%                | 11                | 0.9%                | 4                 | 0.3%                | 4                 | 0.3%                | 8                 | 0.7%                | 0            | 0.0%           | 31          | 2.6%                            |
| 2                              | £12,987 - £16,515 | 11                | 0.9%                | 56                | 4.8%                | 24                | 2.0%                | 12                | 1.0%                | 14                | 1.2%                | 0            | 0.0%           | 117         | 10.0%                           |
| 3                              | £14,532 - £19,185 | 17                | 1.5%                | 74                | 6.3%                | 59                | 5.0%                | 31                | 2.6%                | 33                | 2.8%                | 0            | 0.0%           | 214         | 18.3%                           |
| 4                              | £16,944 - £22,689 | 24                | 2.0%                | 105               | 9.0%                | 52                | 4.4%                | 19                | 1.6%                | 34                | 2.9%                | 0            | 0.0%           | 234         | 20.0%                           |
| 5                              | £19,185 - £26,640 | 8                 | 0.7%                | 55                | 4.7%                | 36                | 3.1%                | 7                 | 0.6%                | 28                | 2.4%                | 0            | 0.0%           | 134         | 11.4%                           |
| 6                              | £21,993 - £29,835 | 2                 | 0.2%                | 59                | 5.0%                | 35                | 3.0%                | 18                | 1.5%                | 14                | 1.2%                | 0            | 0.0%           | 128         | 10.9%                           |
| 7                              | £25,245 - £34,413 | 0                 | 0.0%                | 23                | 2.0%                | 11                | 0.9%                | 9                 | 0.8%                | 12                | 1.0%                | 0            | 0.0%           | 55          | 4.7%                            |
| 8                              | £29,067 - £36,699 | 0                 | 0.0%                | 7                 | 0.6%                | 11                | 0.9%                | 7                 | 0.6%                | 7                 | 0.6%                | 0            | 0.0%           | 32          | 2.7%                            |
| 9                              | £32,847 - £40,037 | 0                 | 0.0%                | 2                 | 0.2%                | 4                 | 0.3%                | 5                 | 0.4%                | 3                 | 0.3%                | 0            | 0.0%           | 14          | 1.2%                            |
| Senior Managers                |                   | 0                 | 0.0%                | 4                 | 0.3%                | 4                 | 0.3%                | 6                 | 0.5%                | 9                 | 0.8%                | 0            | 0.0%           | 23          | 2.0%                            |
| Unallocated to City Pay Band * |                   | 22                | 1.9%                | 80                | 6.8%                | 41                | 3.5%                | 25                | 2.1%                | 21                | 1.8%                | 0            | 0.0%           | 189         | 16.1%                           |
| <b>Grand Total</b>             |                   | <b>88</b>         | <b>7.5%</b>         | <b>476</b>        | <b>40.6%</b>        | <b>281</b>        | <b>24.0%</b>        | <b>143</b>        | <b>12.2%</b>        | <b>183</b>        | <b>15.6%</b>        | <b>0</b>     | <b>0.0%</b>    | <b>1171</b> | <b>100.0%</b>                   |

\* Employees are currently on old pay grades or data is not available from payroll due to technical limitations

