

London Fire Brigade

Overall Gender Pay Gap Summary at 31 March 2020

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
ALL STAFF				
Female	£19.50	£20.22	£19.76	£20.65
Male	£17.33	£22.33	£18.32	£21.41
Pay Gap	-12.53%	9.45%	-7.84%	3.53%

By occupational group

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Operational				
Female	£17.33	£17.33	£17.08	£17.74
Male	£17.33	£17.33	£17.86	£17.47
Pay Gap	0.00%	-0.01%	4.38%	-1.55%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
FRS				
Female	£20.60	£19.84	£22.30	£21.24
Male	£21.63	£22.33	£23.36	£23.62
Pay Gap	4.79%	11.16%	4.54%	10.07%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Control				
Female	£19.00	£20.36	£19.38	£21.14
Male	£18.59	£25.98	£19.76	£25.98
Pay Gap	-2.23%	21.66%	1.92%	18.66%

Median hourly pay rates

All staff	Median Hourly Pay				Pay Gap
	Female		Male		
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.80	888	£17.33	4801	-2.69%

Mean hourly pay rates

All staff	Mean Hourly Pay				Pay Gap
	Female		Male		
	Hourly Rate	No	Hourly Rate	No	
All Staff	£19.84	888	£18.36	4801	-8.08%

Mean Hourly Pay

Mean Hourly Pay					
ALL STAFF	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.00	284	£14.66	1138	-2.33%
Quartile 2	£17.30	100	£17.31	1322	0.05%
Quartile 3	£18.04	127	£18.03	1295	-0.04%
Quartile 4	£24.77	377	£24.12	1046	-2.71%

Mean Hourly Pay					
OPERATIONAL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.28	138	£14.56	1041	1.92%
Quartile 2	£17.31	76	£17.31	1103	0.02%
Quartile 3	£17.62	86	£17.58	1093	-0.22%
Quartile 4	£22.08	66	£21.75	1113	-1.53%

Mean Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.61	115	£15.83	101	1.38%
Quartile 2	£19.27	119	£19.32	98	0.27%
Quartile 3	£22.66	110	£22.82	107	0.70%
Quartile 4	£32.99	96	£33.46	121	1.42%

Mean Hourly Pay					
CONTROL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.55	22	£15.16	4	-2.61%
Quartile 2	£18.07	17	£18.07	10	0.02%
Quartile 3	£20.31	23	£21.56	3	5.76%
Quartile 4	£24.79	20	£24.94	7	0.61%

Median Hourly Pay

Median Hourly Pay					
ALL STAFF	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.92	284	£13.17	1138	-20.89%
Quartile 2	£17.33	100	£17.33	1322	0.00%
Quartile 3	£17.96	127	£17.70	1295	-1.44%
Quartile 4	£22.33	377	£21.52	1046	-3.78%

Median Hourly Pay					
OPERATIONAL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£13.17	138	£13.17	1041	0.00%
Quartile 2	£17.33	76	£17.33	1103	0.00%
Quartile 3	£17.33	86	£17.33	1093	0.00%
Quartile 4	£19.67	66	£19.67	1113	0.00%

Median Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.41	115	£16.41	101	0.00%
Quartile 2	£19.70	119	£19.70	98	0.00%
Quartile 3	£22.33	110	£22.33	107	0.00%
Quartile 4	£32.54	96	£30.07	121	-8.22%

Median Hourly Pay					
CONTROL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.09	22	£15.37	4	-4.68%
Quartile 2	£17.86	17	£18.17	10	1.72%
Quartile 3	£20.08	23	£22.10	3	9.13%
Quartile 4	£23.33	20	£25.97	7	10.18%

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.60	1	N/A
Deputy Commissioner			£74.45	1	N/A
Asst Commissioner	£55.75	1	£61.44	5	9.25%
Deputy Asst Comm	£38.60	1	£40.01	16	3.52%
Group Commander	£30.04	5	£31.52	69	4.69%
Station Commander	£26.33	10	£27.23	144	3.28%
Station Officer	£20.72	9	£20.74	231	0.09%
Sub Officer	£19.29	32	£19.29	426	0.00%
Leading Firefighter	£18.44	32	£18.48	481	0.20%
Firefighter	£17.33	260	£17.33	2942	0.00%
Trainee Firefighter	£12.66	16	£12.66	34	0.00%
All Operational Staff	£17.33	366	£17.33	4,350	0.00%

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director	£95.54	1			N/A
TMG A	£67.70	2	£70.01	4	3.29%
TMG B	£47.75	1	£52.18	6	8.50%
TMG C	£45.27	2	£49.16	6	7.92%
All TMG	£48.63	5	£49.49	16	1.74%
FRS G	£36.75	25	£36.36	24	-1.07%
FRS F	£30.75	46	£29.06	45	-5.81%
FRS D/E/F			£26.43	1	N/A
FRS E	£23.74	73	£25.06	57	5.27%
FRS D	£22.14	78	£22.33	107	0.87%
FRS C/D	£19.70	5	£22.33	11	11.76%
FRS C	£19.04	114	£16.95	62	-12.34%
FRS B/C	£15.29	3	£18.40	27	16.91%
FRS B	£16.41	90	£16.41	77	0.00%
All FRS Staff	£20.55	440	£22.16	427	7.28%

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.60	1	N/A
Deputy Commissioner			£74.45	1	N/A
Asst Commissioner	£55.75	1	£59.84	5	6.83%
Deputy Asst Comm	£38.60	1	£40.31	16	4.24%
Group Commander	£30.54	5	£30.75	69	0.68%
Station Commander	£25.23	10	£25.78	144	2.11%
Station Officer	£20.65	9	£21.00	231	1.68%
Sub Officer	£19.40	32	£19.38	426	-0.12%
Leading Firefighter	£18.38	32	£18.56	481	1.01%
Firefighter	£16.01	260	£16.41	2942	2.41%
Trainee Firefighter	£12.66	16	£12.66	34	0.00%
All Operational Staff	£17.10	366	£17.86	4,350	4.23%

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director	£95.54	1			N/A
TMG A	£67.70	2	£68.76	4	1.54%
TMG B	£47.75	1	£51.32	6	6.96%
TMG C	£45.27	2	£48.54	6	6.72%
All TMG	£54.74	5	£54.64	16	-0.19%
FRS G	£36.93	25	£37.51	24	1.55%
FRS F	£30.22	46	£29.76	45	-1.57%
FRS D/E/F			£26.43	1	N/A
FRS E	£23.54	73	£24.46	57	3.74%
FRS D	£21.49	78	£22.23	107	3.30%
FRS C/D	£20.65	5	£21.25	11	2.85%
FRS C	£18.63	114	£18.02	62	-3.40%
FRS B/C	£15.18	3	£18.16	27	16.41%
FRS B	£15.54	90	£15.98	77	2.76%
All FRS Staff	£22.16	440	£23.38	427	5.24%

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Senior Ops Mgr	£32.55	2	£26.59	1	-22.44%
Operations Mgr	£25.98	4	£25.98	2	0.00%
Asst Operations Mgr	£23.28	20	£23.27	8	-0.02%
Control Room Officer	£17.42	56	£17.39	13	-0.19%
All Control Staff	£20.08	82	£18.71	24	-7.35%

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.80	888	£17.33	4801	-2.69%

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Senior Ops Mgr	£32.55	2	£26.59	1	-22.44%
Operations Mgr	£26.20	4	£25.98	2	-0.84%
Asst Operations Mgr	£22.34	20	£22.32	8	-0.10%
Control Room Officer	£17.78	56	£17.19	13	-3.43%
All Control Staff	£19.66	82	£20.02	24	1.80%

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£19.84	888	£18.36	4801	-8.08%

Distribution by £10,000 increments

All Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	187	710	897
£30,001 to £40,000	410	2530	2940
£40,001 to £50,000	202	1262	1464
£50,001 to £60,000	39	99	138
£60,001 to £70,000	32	128	160
£70,001 to £80,000	11	32	43
£80,001 to £90,000	3	18	21
£90,001 to £100,000		11	11
£100,001 >	4	11	15

Operational Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	91	625	716
£30,001 to £40,000	191	2391	2582
£40,001 to £50,000	69	1122	1191
£50,001 to £60,000	3	53	56
£60,001 to £70,000	9	114	123
£70,001 to £80,000	1	21	22
£80,001 to £90,000	1	11	12
£90,001 to £100,000		6	6
£100,001 >	1	7	8

FRS Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	89	83	172
£30,001 to £40,000	168	126	294
£40,001 to £50,000	115	135	250
£50,001 to £60,000	32	42	74
£60,001 to £70,000	21	14	35
£70,001 to £80,000	10	11	21
£80,001 to £90,000	2	7	9
£90,001 to £100,000		5	5
£100,001 >	3	4	7

Control Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	7	2	9
£30,001 to £40,000	51	13	64
£40,001 to £50,000	18	5	23
£50,001 to £60,000	4	4	8
£60,001 to £70,000	2		2
£70,001 to £80,000			
£80,001 to £90,000			
£90,001 to £100,000			
£100,001 >			

Salary Breakdown (Equal Salary Bands)

All Staff	Group 1 £24,997.23 - £70,578.51	Group 2 £70,578.52 - £116,159.81	Group 3 £116,159.82 - £161,741.10	Group 4 £161,741.11 - £207,322.40	Total
Male	4732	59	8	2	4801
Female	872	13	2	1	888
Total	5604	72	10	3	5689

Operational Staff	Group 1 £27,750 - £72,643.09	Group 2 £72,643.10 - £117,536.19	Group 3 £117,536.20 - £162,429.29	Group 4 £162,429.30 - £207,322.40	Total
Male	4317	26	5	2	4350
Female	364	1	1		366
Total	4681	27	6	2	4716

FRS Staff	Group 1 £24,997.23 - £62,366.91	Group 2 £62,366.92 - £99,736.61	Group 3 £99,736.62 - £137,106.30	Group 4 £137,106.31 - £174,476.00	Total
Male	391	32	3	1	427
Female	417	20	2	1	440
Total	808	52	5	2	867

Control Staff	Group 1 £25,840.58 - £35,238.99	Group 2 £35,239.00 - £44,637.40	Group 3 £44,637.41 - £54,035.82	Group 4 £54,035.83 - £63,434.24	Total
Male	8	9	7		24
Female	31	35	14	2	82
Total	39	44	21	2	106