

MERTON ETHNICITY PAY GAP FOR PUBLICATION AS AT 31/03/2022

Hourly Rate

BAME employee's hourly rate is

10.6 % lower (mean)	10.4 % lower (median)
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Pay quartiles

How many Black, Asian and Minority Ethnic, and how many White employees are in each quarter of the employer's payroll

Top quartile

70% White	30% Black Asian and Minority Ethnic
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Upper quartile

67% White	33% Black Asian and Minority Ethnic
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Lower middle quartile

65% White	35% Black Asian and Minority Ethnic
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Lower quartile

51% White	49% Black Asian and Minority Ethnic
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Bonus Pay

Black Asian and Minority Ethnic employee's bonus pay is

38.0% lower* (mean)	0.0% lower* (median)
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** Caused in part by the timing of Social Worker retention payments not falling in the pay year 2021/2022.*

Who received bonus pay

2.2%* of White employees	1.5%* of Black Asian and Minority Ethnic employees
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** Noting bonus includes retention payments, merit pay, and long service awards.*

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