

**MERTON ETHNICITY PAY GAP FOR PUBLICATION AS AT 31/03/2019**

**Hourly Rate**

BAME employee's hourly rate is

12.5 % lower (mean)	9.5 % lower (median)
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**Pay quartiles**

How many BAME and White employees are in each quarter of the employer's payroll

Top quartile

74% White	26% BAME
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Upper quartile

74% White	26% BAME
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Lower middle quartile

68% White	32% BAME
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Lower quartile

53% White	47% BAME
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**Bonus Pay**

BAME employee's bonus pay is

66.8% higher* (mean)	650.0% higher* (median)
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*\* Caused in Merton by a number of BAME bailiffs amongst a small data set earning high levels of bonus*

Who received bonus pay

8.5%* of White employees	7.3%* of BAME employees
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*\* Noting bonus includes retention payments, merit pay, and long service awards.*

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