

ANNEX B

Pay Policy Ratio Benchmark Information (Taken from Published Pay Policies for 2015/16)

	Highest Paid Salary	Lowest Paid Salary	Highest to Lowest Salary Ratio	Median Average Salary	Average Earnings Ratio	
					Mean	Median
Milton Keynes Council 2015	£154,000	£15,207	10 : 1	£22,792	5.7 : 1	6.75 : 1
Milton Keynes Council 2016	£154,000	£16,191	9.5 : 1	£22,937	6.34 : 1	6.71 : 1
Bedford Borough Council	£170,000	£13,500	12.6 : 1		6 : 1	5 : 1
Bracknell Forest	£156,600	£14,758	10.6 : 1		5.9 : 1	6.7 : 1
Buckinghamshire County Council	£219,000	£13,855	15.8 : 1			8 : 1
Central Bedfordshire Council	£186,200	£13,614	13.7 : 1		6.8 : 1	7.3 : 1
Luton Borough Council	£170,000		11.5 : 1			8.1 : 1
Northampton Borough Council	£138,300	£13,321	10.4 : 1	£25,727	5.1 : 1	5.4 : 1
Reading Borough Council	£135,000	£15,207	9 : 1	£23,945		5.6 : 1
Swindon	£161,003	£13,709	11.7 : 1	£22,920	6.1 : 1	7 : 1
Thurrock	£170,000	£15,149	11.2 : 1		7.23 : 1	7.85 : 1