

**Pay Policy Ratio Benchmark Information  
From published Pay Policies for 2012/13**

	Highest Paid Salary	Lowest Paid Salary	Highest to Lowest Salary Ratio	Median Average Salary	Average Earnings Ratio	
					Mean	Median
Milton Keynes Council	£153,957	£12,145	12.7 : 1	£23,708	5.5 : 1	6.5 : 1
West Berkshire Council	£133,418	£12,787	10.4 : 1	£23,708		6 : 1
Portsmouth City Council	£148,885	£12,489	12 : 1			6.7 : 1
Brighton & Hove City Council	£161,500	assumed £12,145	*13.3 : 1			Not published
Reading Borough Council	£149,451	assumed £12,145	*12.3 : 1			Not published
Southampton City Council	£172,600	assumed £12,145	*14.2 : 1		6.9 : 1	
Luton Borough Council	£177,716	£12,145	14.6 : 1			Not published
Central Bedfordshire Council	£186,200 (pay max)	£12,145	15 : 1			6.7 : 1