

PAY RATIOS:**1. Relationship between remuneration of Chief Officers and employees who are not Chief Officers**

Note: These calculations are based on salary data as at 31st December 2017 and calculated based on full-time equivalent salaries.

Mean average earnings ratio = 5.4 : 1

a) Total FTE salaries £65,654,175 ÷ 2,277 (headcount) = £28,833

b) Highest paid employee (CEO): £157,095 per annum

Median average earnings ratio = 6.2 : 1 FTE salary

Median salary is based on the full time equivalent (FTE) salary of each employee to reflect the value of the role. The median is the middle salary if each salary is lined up from highest to lowest. This salary is £25,337.

This ratio is below the expected multiples of 8.1-12.1 for the public sector as identified in the Hutton Review of Fair Pay in the Public Sector (March 2011) Report.

2. Relationship between remuneration of Chief Officers and lowest paid employees

Note: This calculation is based on expected salary levels at 1 April 2018.

a) Ratio = 9.49 : 1

b) Lowest paid employee: £16,881

c) Highest paid employee (CEO): £160,237*

*2% potential pay award included in figs

A lower pay ratio provides the council with better value for money.