

## Pay Policy Ratio Benchmark Information

The figures below are taken from information published by each Council. They are based on data as at April 2020.

	Highest Paid Salary	Lowest Paid Salary	Highest to Lowest Salary Ratio	Median Average Salary	Average Earnings Ratio	
					Mean	Median
MKC	£179,520	£17,942	10.1 : 1	£32,029	5.8 : 1	5.6 : 1
<b>Regional Comparators</b>						
Northampton CC	£195,043	£16,823	11.6 : 1	£21,260	5.8 : 1	9.2 : 1
Bucks CC	£200,000	£15,839	12.6 : 1	£28,862	6.9 : 1	7.2 : 1
Luton BC	£190,330	£17,842	10.6 : 1	£25,991	7.3 : 1	7.1 : 1
Central Beds	£199,686	£17,364	11.5 : 1	£28,571	7.0 : 1	6.2 : 1
Northampton BC	£149,726	£18,443	8.1 : 1	£23,935	5.3 : 1	5.8 : 1
Bedford BC	£180,423	£17,364	10.4 : 1	£40,094	5.6 : 1	4.5 : 1
<b>National Local Authority Comparators</b>						
Thurrock	£182,000	£17,832	10.2 : 1	£23,788	6 : 1	7.5 : 1
Swindon	£170,340	£17,364	9.8 : 1	£24,334	6 : 1	7 : 1
Peterborough	£173,596	£16,711	10.3 : 1	£31,371	5.1 : 1	5.5 : 1
Bracknell Forest (2017/18)	£159,876	£16,302	9.8 : 1		6.0 : 1	6.8 : 1
Warrington	£168,073	£17,942	9.4 : 1	£23,024		7.3 : 1
Brighton & Hove	£159,157	£17,364	9.2 : 1	£28,420		5.6 : 1
Doncaster	£164,238	£17,364	9.5 : 1	£19,937	6.2 : 1	8.2 : 1
Wolverhampton (2019/20)	£167,050	£17,364	9.6 : 1			
Telford & Wrekin	£155,00	£17,364	9.0 : 1	£22,021		7.0 : 1
Reading	£167,302	£18,065	9.0 : 1	£26,999		6.0 : 1

Blank = Information not published.

**Definitions:**

**Median** average: 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.

**Mean** average: the total FTE salaries divided by headcount