

ITEM 4(b)
JOINT NEGOTIATING COMMITTEE (EMPLOYERS SIDE)
10 FEBRUARY 2014

Pay Policy Ratio Benchmark Information
From published Pay Policies for 2013/14

	Highest Paid Salary	Lowest Paid Salary	Highest to Lowest Salary Ratio	Median Average Salary	Average Earnings Ratio	
					Mean	Median
Milton Keynes Council 2013	£153,957	£12,145	12.7 : 1	£23,708	5.5 : 1	6.5 : 1
Milton Keynes Council 2014	£153,957	£12,435	12.4 : 1	£23,945	5.5 : 1	6.4 : 1
West Berkshire Council	£138,418	£12,787	11 : 1	£26,646		5 : 1
Portsmouth City Council	£148,885	£12,489	12 : 1			6.7 : 1
Brighton & Hove City Council	£150,000	£14,372	10.4 : 1			Not published
Southampton City Council	£163,124	£12,435	13.1 : 1	£23,494	6.9 : 1	
Luton Borough Council	£170,000	£12,435	13.7 : 1			Not published
Central Bedfordshire Council	£184,999	£12,435	14.8 : 1			6.7 : 1