

Pay Multiple

The Local Government Transparency Code 2014 Part 2.2 para 41 and Section 38 of the Localism Act 2011 requires local authorities to produce information relative to pay dispersion i.e. the relationship between remuneration of Senior Officers and the remuneration of other staff. The information in this section illustrates the Council's pay dispersion. The Town Council does not employ any senior officers as defined within the Localism Act 2011 or the Transparency Code 2014. However, the Council has worked out its pay multiple as follows:

The highest level of (*full time equivalent – FTE*) employee remuneration in the Council is associated with the post of Town Clerk.

The lowest level of (FTE) employee remuneration is £17,373 p.a.

The median level of actual basic pay for central staff is £19,942 p.a.

The ratio listed compares favourably with the Upper 20:1 ratio as detailed in the Hutton Fair Pay Review Report. The 2014/2015 (FTE) actual pay relationships are:

- Highest pay is 2.37 times greater than lowest pay.
- Median basic pay is 1.15 times greater than lowest pay.
- Highest pay is 2.06 times greater than median basic pay.

In order to achieve this calculation the pay relationships have been based on the lowest level of employee remuneration (using actual pay figures of centrally employed staff payable as at February 2015 (i.e. after the increase in accordance with the NJC agreement percentage award payable with effect from 1.1.2015)).