

## Pay Multiples

Date	Highest Paid	Median Pay		Lowest Pay	
		Median Pay	Pay Ratio (to highest paid)	Lowest Pay	Pay Ratio (to highest paid)
31/03/18	£190,000	£23,850	1:7.97	£15,014	1:12.65
31/03/17	£190,000	£24,095	1:7.89	£14,514	1:13.09
31/03/16	£153,717	£23,763	1:6.46	£13,614	1:11.29
31/03/15	£152,666	£23,580	1:6.47	Not reported	Not reported
31/03/14	£119,366	£19,696	1:6.06	Not reported	Not reported

\* Excludes staff based in schools

### Notes:

- (1) Pay multiples:
  - (a) As specified in the Local Government Transparency Code 2015, the 'pay multiple' compares the taxable earnings of the highest paid member of staff to the median full time equivalent taxable earnings of all staff (excluding staff based in schools) at the specified date.
  - (b) 'Lowest pay' is the Full-time equivalent lowest taxable earnings of all staff (excluding schools) at the specified date.
- (2) The variation in the median pay level for all other staff between 2014 and 2015 is due to the way the median has been calculated. The calculation has taken into account guidance available at the time of publishing.