

These calculations are based on salary data as at 31<sup>st</sup> December 2021 and calculated based on full-time equivalent salaries.

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

**Mean average earnings ratio = 5.7 : 1**

a) Total FTE salaries £77,795,493 ÷ 2,381 (headcount) = £32,673

b) Highest paid employee (CEO): £184,457 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 £29,577.

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.

**Modal average earnings ratio = 6.2 : 1 FTE salary**

Modal salary is based on the full time equivalent (FTE) salary of each employee to reflect the value of the role. The modal salary is the paypoint that has the highest number of employees paid at this level. This salary is £29,577. This is paypoint F4 and 320 or 13.4% of our employees are paid at this level.

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

a) Ratio = 10.1 : 1

b) Lowest paid employee: £18,328

c) Highest paid employee (CEO): £184,457

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