Pay Multiple as at 31st March 206

The pay multiple is the ratio between the highest paid taxable earnings for the given year (including base salary, variable pay, bonuses, allowances and the cash value of any benefits-in-kind) and the median earnings figure of the whole of the authority's workforce (full time equivalent)

The Council's pay multiple, calculated as the ratio between the highest-paid employee and the median full-time equivalent salary, is **1.87:1**. This reflects the Council's relatively flat pay structure and demonstrates that there is a low level of pay inequality across the organisation