

## Pay multiple and policy statement

Under the Localism Act 2011, the Authority must produce an [annual pay policy statement \(Link Pay Policy\)](#)

Section 38 of the Localism Act 2011 requires local authorities to produce Pay Policy Statements, which should include the authority's policy on pay dispersion – the relationship between remuneration of Chief Officers and the remuneration of other staff. Guidance produced under section 40 of that Act, recommends that the pay multiple is included in these statements as a way of illustrating the Authority's approach to pay dispersion.

The Government, defines pay multiple as 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.

Based on the above, the pay multiple between the highest paid employee and median earnings for 2016/17 (i.e. coinciding with the end of the 2016/17 financial year) was 4.89

In 2016/17, the highest paid employee was the County Fire Officer. If the Authority's highest paid employee in 2016/17 had been at the at the maximum of their salary band, the above pay multiple would have been 5.04.