

Fleet Town Council Pay Multiple Calculation for 2023/24 Financial Year

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, at the specified date. Taxable earnings include all elements of remuneration that can be valued e.g. base salary, variable pay, bonuses, allowances and benefits in kind, but exclude employer pension contributions which are not taxable. The median comparator is the middle point if all full time equivalent taxable earnings are listed in order.

Effective Date (Financial Year)	2023/24
Taxable earnings of highest paid full year salary	£62,060.00
Full-time equivalent median taxable earnings of all staff	£27,410.50
Median Pay Ratio	1:2.26
Full-time equivalent lowest taxable earnings of all staff (Minimum wage)	£20,317.50
Pay Ratio between the highest and lowest paid Council Employee	1:3.05

Senior Salaries over £50,000 per annum	Annual Salary Range
Executive Officer	£60,000 - £65,000
Harlington General Manager	£55,000 - £60,000