

Newark and Sherwood District Council

Pay Multiples as at 01.04.2022

Extract from the Pay Policy Statement

4.6 Pay Multiples

- 4.6.1 The Council does not explicitly set the remuneration of any individual or group of posts by reference to a simple multiple of another post or group of posts. The use of multiples cannot capture the complexities of a dynamic and highly varied workforce in terms of job content and skills required. Nor can it ensure that employees are treated fairly and equitably in respect of the value and level of a role that they undertake.
- 4.6.2 In terms of overall remuneration packages the Council's policy is to differentiate by setting different levels of basic pay to reflect the level of responsibility in line with the approved job evaluation scheme or as determined locally for Chief Officers engaged on JNC terms.
- 4.6.3 In determining pay for Chief Officers engaged on JNC terms, the Council would not expect remuneration of its highest paid employee to exceed **10** times that of the lowest group of employees, nor would the Council expect the remuneration of the highest paid employee to exceed **7** times that of the median¹ average earnings across the Council.

Actual Pay Multiples as at 31-3-22

Highest Paid Employee = £130,025

The multiples included within the policy are based on the lowest paid employee and median pay for employees in the Council (see below).

Lowest Paid Employee = £18,333

The policy states that the highest paid earner will not earn more than 10 times that of the lowest paid employee in the Council i.e. £183,330 (maximum available under the policy)

Median Pay for an Employee = £21,822

The policy states that the highest paid earner will not earn more than 7 times that of the median pay for employees in the Council i.e. £152,752 (maximum available under the policy)

¹ Within the Hutton Review it was suggested that the most appropriate pay multiple to track is that of top executive earnings to the median earnings of each organisation's workforce. Refer to para 2 Hutton Review of Fair Pay in the Public Sector: Final report (March 2011).