

## **The Pay Multiplier 2024-2025**

The pay multiplier is a ratio calculated from dividing the median salary of the Council's employees by the highest paid employee.

This calculation is based on FTE (Full-Time Equivalent) salaries per annum. The median salary is taken at the 50% point (i.e. 50% of the FTE population sit above this salary and 50% below).

The ratio between the highest paid salary and the median salary (£26,409), of the Town Council's employees, is 1:1.96.

Pay multipliers will allow the Town Council to benchmark salaries and continually review changes against other authorities.