



Metropolitan Borough of Rotherham

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10th July, 2018.

Councillor Cowles.

Dear Councillor Cowles,

Council – 23rd May, 2018

Further to your question at full Council where you asked in a supplementary question what was the average salary across the authority, the average salary outside Rotherham generally and how many staff were employed at a salary of £65,000 and above.

I can confirm the average pay is published in the Council's Pay Policy Statement.

The lowest pay rate in the authority (excluding apprentice rates) equates to a full time equivalent annual salary of £16,969 and can be expressed as an hourly rate of pay of £8.75. This pay rate and salary was determined by the authority as part of a pay scale for employees employed on Local Government Services Terms and Conditions.

The highest paid salary in this authority is £161,600 which is paid to the Chief Executive.

The ratio between the two salaries, the 'pay multiple' is 9.5 to 1. Against the median salary of £20,138 this multiple reduces to 8 to 1 and against the average salary of £23,804 to 7 to 1.

The Hutton review considered the multiple should be no greater than 20 to 1 (lower is better) and based on the current situation the Council falls well below this threshold. The authority does not have a policy on maintaining or reaching a specific 'pay multiple', however the authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the authority.

These pay rates may increase in accordance with any pay settlements which are reached through their respective national negotiating bodies.

Information is at the end of March 2018, but at that same point we had 114 employees receiving a full time equivalent salary £50k plus, 25 of whom were on full-time equivalent salaries £65k plus. Currently these numbers have reduced to 113 and 24 respectively.

I trust this answers your question, but if I can help further in any way please let me know.

Yours sincerely,

S. Alam

Councillor Saghir Alam,
Cabinet Member for Finance and Customer Services.