



SANDOWN TOWN COUNCIL

Organisation Information

The Transparency Code requires that local authorities must publish the pay multiple on their website defined as the ratio between the highest paid taxable earnings for the given year (including basic 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. The measure must:

Cover all the elements of remuneration that can be valued

Use the median earnings figure as the denominator, which should be that of all employees of the authority on a fixed date each year, coinciding with reporting at the end of the financial year

Exclude changes in pension benefits, which due to their variety and complexity cannot be accurately included in a pay multiple disclosure

These calculations include part-time employees' total salaries as full-time equivalents, not pro rata

Sandown Town Council's pay multiple as at 1 January 2023 is 1:3

