



Clerk to the Parish Council: Ms Sue Gilbert

Haddenham Parish Council Pay Multiple at 31st March 2026

Under the [Local Government Transparency Code 2015](#) the Parish Council is required to annually publish its pay multiple on its website.

The pay multiple is defined as the ratio between the highest taxable earnings for the given year (including base salary, 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 elements of remuneration that can be valued (eg. all taxable earnings for the given year, including base salary, variable pay, bonuses, allowances and the cash value of any benefits-in-kind)
- use the median earnings figure as the denominator, which should be that of all employees of the local 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

The pay multiple is calculated by dividing the taxable earnings of the highest paid employee by the median taxable earnings of all employees. This has been calculated at the end of the financial year.

Calculation of pay multiple

highest taxable earnings	£ 57,139
total taxable earnings	£ 281,687
number of employees	8
median taxable earnings	£ 32,030
pay multiple	1.8