

Westfield Parish Council

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Chairman: Cllr G Fuller Parish Clerk: Ms L J Close FSLCC

Established 2011

Transparency Code - Pay Multiple 2020-21

Westfield Parish Council pays its employees according to the payscales agreed by the National Joint Council for Local Government Services (NJC) as recommended by the National Association of Local Councils (NALC) and the Society of Local Council Clerks (SLCC). The payscales are shown below:

SCP	1 April 2019		1 April 2020		Scale ranges Based on SCP
	£ per annum	£ per annum	£ per annum	* £ per hour	
1	£17,364	£9.02	£17,842	£9.27	Below LC Scale (for staff other than clerks)
2	£17,711	£9.21	£18,198	£9.46	
3	£18,065	£9.39	£18,562	£9.65	
4	£18,426	£9.58	£18,933	£9.84	
5	£18,795	£9.77	£19,312	£10.04	
5	£18,795	£9.77	£19,312	£10.04	LC1 (5-6) (below substantive range)
6	£19,171	£9.96	£19,698	£10.24	
7	£19,554	£10.16	£20,092	£10.44	LC1 (7-12) (substantive benchmark range)
8	£19,945	£10.37	£20,493	£10.65	
9	£20,344	£10.57	£20,903	£10.86	
10	£20,751	£10.79	£21,322	£11.08	
11	£21,166	£11.00	£21,748	£11.30	
12	£21,589	£11.22	£22,183	£11.53	LC1 (13-17) (above substantive range)
13	£22,021	£11.45	£22,627	£11.76	
14	£22,462	£11.67	£23,080	£12.00	
15	£22,911	£11.91	£23,541	£12.24	
16	£23,369	£12.15	£24,012	£12.48	

17	£23,836	£12.39	£24,491	£12.73	LC2 (18-23) (below substantive range)
18	£24,313	£12.64	£24,982	£12.98	
19	£24,799	£12.89	£25,481	£13.24	
20	£25,295	£13.15	£25,991	£13.51	
21	£25,801	£13.41	£26,511	£13.78	
22	£26,317	£13.68	£27,041	£14.05	LC2 (24-28) (substantive benchmark range)
23	£26,999	£14.03	£27,741	£14.42	
24	£27,905	£14.50	£28,672	£14.90	
25	£28,785	£14.96	£29,577	£15.37	
26	£29,636	£15.40	£30,451	£15.83	
27	£30,507	£15.86	£31,346	£16.29	LC2 (29-32) (above substantive benchmark range)
28	£31,371	£16.31	£32,234	£16.75	
29	£32,029	£16.65	£32,910	£17.10	
30	£32,878	£17.09	£33,782	£17.56	LC3 (33-36) (below substantive range)
31	£33,799	£17.57	£34,726	£18.05	
32	£34,788	£18.08	£35,745	£18.58	LC3 (37-41) (substantive benchmark range)
33	£35,934	£18.68	£36,922	£19.19	
34	£36,876	£19.17	£37,890	£19.69	
35	£37,849	£19.67	£38,890	£20.21	
36	£38,813	£20.17	£39,880	£20.73	LC3 (42-45) (above substantive benchmark range)
37	£39,782	£20.68	£40,876	£21.25	
38	£40,760	£21.19	£41,881	£21.77	
39	£41,675	£21.66	£42,821	£22.26	
40	£42,683	£22.18	£43,857	£22.79	
41	£43,662	£22.69	£44,863	£23.32	LC4 (46-49) (below substantive range)
42	£44,632	£23.20	£45,859	£23.84	
43	£45,591	£23.70	£46,845	£24.35	
44	£46,732	£24.29	£48,017	£24.96	
45	£47,896	£24.89	£49,213	£25.58	
46	£49,101	£25.52	£50,451	£26.22	
47	£50,318	£26.15	£51,702	£26.87	
48	£51,429	£26.73	£52,843	£27.47	

The Pay Multiple for 2020-21 (defined as the ratio between the highest paid earnings for a given year and the median earnings for the whole workforce) is 16:9