

Surrey Pay Multiple 2025/2026

The minimum Surrey Pay rate paid on grade PS1/2 is set at £12.46 per hour as at 1 April 2025. This compares with the statutory National Living Wage of £12.21 per hour for those aged 21 years and over (April 2025) and the UK Foundation Living Wage of £13.45 per hour for those living outside London, which is advocated by the Living Wage Foundation (2025-26 rate).

Based on salaries paid with effect from 1 April 2025 the Council will have the following ratios between the lowest and highest paid staff on Surrey Pay for the 2025/2026 financial year.

Surrey Pay Salary Ratios April 2025 – March 2026

Salary	Amount per annum	Ratio to the highest salary
Highest Basic Salary	£250,776	N/A
Median Basic Salary	£34,186	7.3:1
Lowest Basic Salary	£22,904	10.9:1

Notes:

(i) The ratios have been calculated in accordance with guidance published in The Code of Recommended Practice for Local Authorities on Data Transparency 2011 and in light of recommendations contained in the Hutton Review of Fair Pay in the Public Sector 2011.

(ii) The median is defined as the mid-point of the total number of staff employed.