

Appendix B - Salary Benchmarking

Regional Councils			
Council	Population	Employees (excluding schools)	CEX salary (taken from most recently published pay policy statement or 24/25 accounts)
Herefordshire	192,214	1525	£168,970 (2024/25 salary for comparison)
Shropshire	323,600	5700	£171,321
Stoke	260,000	4195	£183,473
Worcestershire	609,000	2,755	£201,549
Gloucestershire	659,276	4356	£195,048
Staffordshire	874,190	3681	£205,450
Warwickshire	568,167	4569	£209,745
Dudley	323,495	2129	£195,792
Sandwell	326,722	4163	£201,566
Wolverhampton	260,000	4347	£191,626
Walsall	294,800	3024	£193,615
Solihull	216,240	2778	£190,957
Smaller County Councils			
Rutland	42,000	449	£148,822
Cumberland Council	273,000	4,500	£182,391
Westmorland and Furness Council	230,000	3,500	£182,391
Somerset	571,600	3,899	£206,870
Devon	830,000	5,281	£212,175
Cornwall	583,289	5420	£201,661
Northumberland	324,000	5096	£212,489
East Sussex	558,626	5025	£221,549
Oxfordshire	750,200	5,378	£238,697
Norfolk	916,200	7,285	£209,000