

**Appendix C - Market Rate Supplements as a percentage of salary costs 2015/16, 2016/17 and 2017/18**

<b>Directorate</b>	<b>2015/16 Cost of Market Rate Supplements</b>	<b>2016/17 Cost of Market Rate Supplement</b>	<b>2017/18 Cost of Market Rate Supplement</b>
Children's Services	£975,884	£1,023,160	£1,068,552
Social Care Health & Housing	£151,143	£207,332	£225,050
Chief Executive	£0	£0	£0
Community Services	£13,158	£8,186	£21,706
Improvement & Corporate Services	£14,166	-	-
Public Health	£0	£0	£0
Financial Services	£33,360	-	-
Regeneration	£69,288	£68,428	£86,309
Resources	-	£35,775	£35,136
Chief Executive's Team	-	£14,166	-
<b>TOTAL</b>	<b>£1,256,999</b>	<b>£1,357,047</b>	<b>£1,436,753</b>

<b>Directorate</b>	<b>2015/16 Salary Costs</b>	<b>MRS as % Salary Costs 2015/16</b>	<b>2016/17 Salary Costs</b>	<b>MRS as % Salary Costs 2016/17</b>	<b>2017/18 Salary Costs</b>	<b>MRS as % Salary Costs 2017/18</b>
Children's Services	£12,634,508	7.72%	£13,033,789	7.85%	£13,891,728	7.69%
Social Care Health & Housing	£18,440,277	0.82%	£20,562,981	1.01%	£19,987,288	1.13%
Chief Executive	£209,470	0.00%	£211,565	0.00%	£853,625	0.00%
Community Services	£9,905,454	0.13%	£10,318,636	0.08%	£12,149,305	0.18%
Improvement & Corporate Services	£9,970,131	0.14%	-	-	-	-
Public Health	£710,406	0.00%	£672,394	0.00%	£635,913	0.00%
Financial Services	£4,050,142	0.82%	-	-	-	-
Regeneration	£5,366,210	1.29%	£6,221,654	1.10%	£6,321,614	1.37%
Resources	-	-	£8,309,610	0.43%	£8,703,735	0.40%
Chief Executive's Team	-	-	£2,350,504	0.60%	-	-
<b>TOTAL</b>	<b>£61,286,598</b>	<b>2.05%</b>	<b>£61,681,132</b>	<b>2.20%</b>	<b>£62,543,208</b>	<b>2.30%</b>