



City of Westminster

Cabinet Member Report

Meeting or Decision Maker:	Cabinet
Date:	22 nd February 2016
Classification:	For General Release
Title:	Council's Pay Policy 2016-2017
Wards Affected:	n/a
City for All:	n/a
Key Decision:	Recommendation by Cabinet to full Council in March 2016
Financial Summary:	There are no direct financial implications
Report of:	Carolyn Beech, Director of Human Resources Tel: 020 7641 3221 Email: cbeech@westminster.gov.uk

1. Executive Summary

- 1.1 The Localism Act 2011 introduced a requirement for Public Authorities to publish a Pay Policy in 2012 – 2013 and annually thereafter.
- 1.2 The council must then comply with the Pay Policy for the financial year when making any determinations on pay.
- 1.3. This report sets out the proposed Pay Policy for 2016-2017 in line with the requirements of the Localism Act 2011. The Pay Policy for 2016-2017 (see Appendix 1) has been amended to include current senior salary figures (p3 *Chief Officer Remuneration*), median total pay and pay multiple (p5).

2. Recommendations

- 2.1. That Cabinet recommend the proposed Pay Policy for 2016 - 2017, as set out in Appendix 1, to full Council.

3. Reasons for Decision

- 3.1. The Pay Policy statement must be published by 31 March 2016 on the council's web site and must be approved formally by full Council before publication.

4. Background, including Policy Context

- 4.1. Section 38 (1) of the Localism Act 2011 required local authorities in England and Wales to produce a Pay Policy in 2012 – 2013 and in every financial year thereafter.
- 4.2. The Pay Policy must include the council's policy for the financial year in relation to:
- level and elements of remuneration of its Chief Officers such as: remuneration on recruitment, increases and additions to remuneration, use of performance related pay bonuses, termination payments and transparency
 - remuneration of its lowest paid employees
 - the relationship between the remuneration of its Chief Officers and other employees (the pay multiple).
- 4.3. It is up to each Local Authority to determine who its lowest paid employees are but reasons must be given as to why they have been defined as such.
- 4.4. The Pay Policy must be complied with in relation to any determinations on pay.
- 4.5. The proposed Pay Policy for 2016-2017 is set out on Appendix 1. The policy brings together in one statement the council's approach to pay and reward as approved by Cabinet on 27 August 2008 which is detailed in various council policies. The Pay Policy also explains how the council's existing pay policies apply to chief officers.

5. Financial Implications

- 5.1 There are no direct financial implications.

6. Legal Implications

- 6.1. The proposals in this report comply with the requirements of the Localism Act 2011 and the Local Government Transparency Code 2015.

7. Staffing Implications

- 7.1. None.

8. Consultation: N/A

**If you have any questions about this report, or wish to inspect one of the background papers, please contact: Carolyn Beech, Director of Human Resources; Tel: 020 7641 3221
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