1. **Executive Summary**

1.1 This report sets out details of the Council’s annual Pay Policy for 2020 – 2021 which needs to be approved by Cabinet on 10th February 2020 and by full Council on 4th March 2020, before publication.

2. **Recommendations**

2.1 That Cabinet review and recommends the Pay Policy for 2020 – 2021 attached as Appendix 1 to full Council for approval.

3. **Reasons for Decision**

3.1 The Council is required to publish its Pay Policy by 31st March every year.

3.2 The Pay Policy brings together all the Council’s existing policies on pay and must include details in relation to: all aspects of Chief Officer’s remuneration, increases and additions to remuneration, bonuses, termination payments and remuneration on recruitment.
3.3 It must also include information about the relationship between the remuneration of its highest paid officer (the Chief Executive) and the median salary of all employees (the “pay multiple”).

3.4 Government’s reforms to public sector exit payments (i.e. to cap exit payments at £95,000 and recover exit payments for employees earning £80,000 plus) were due to come into effect from Autumn 2016. However, they were delayed and are now expected to be implemented sometime in 2020. The Pay Policy for 2020-2021 will be amended if this takes place.

3.5 All pay data in the Pay Policy will use the snapshot date of 31st March 2019.

4. Financial Implications

None

5. Legal Implications

5.1 The Local Authority must prepare a pay policy for each financial year which sets out the information required in s38(2)-(5) Localism Act 2011.

If you have any queries about this Report or wish to inspect any of the Background Papers please contact:

Lee Witham, Director of People Services
lwitham1@westminster.gov.uk

APPENDICES:

Pay Policy 2020-21