



City of Westminster Cabinet Report

Decision Maker:	Cabinet
Date:	10 February 2020
Classification:	General Release
Title:	Pay Policy 2020-21
Wards Affected:	All
City for All:	N/A
Key Decision:	Approve the Pay Policy 2020-21
Financial Summary:	No financial implications outside of projected budget
Report of:	Lee Witham, Director of People Services Tel: 07984 030 683; lwitham1@westminster.gov.uk

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