



City of Westminster

# The Westminster Audit and Performance Committee

**Date:** 1 December 2021

**Classification:** General Release

**Title:** Pay Policy 2021-22

**Wards Affected:** All

**City for All Summary:** N/A

**Financial Summary:** N/A

**Report of:** Lee Witham, Director of People Services

**Author:** Natalie Monaghan, Strategic Wellbeing and  
Reward Lead  
Contact Details: [nmonaghan@westminster.gov.uk](mailto:nmonaghan@westminster.gov.uk)

## **1. Executive Summary**

The Council is required to publish its Pay Policy by 31<sup>st</sup> March every year.

The Pay Policy brings together all the Council's existing policies on pay and includes details in relation to all aspects of Chief Officer's remuneration, increases and additions to remuneration, bonuses, termination payments and remuneration on recruitment.

It also includes 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").

Gender and BAME pay gap data from 2019 can be found in the Pay Policy 2021-22 (appendix 1) and the data for 2020 is enclosed in appendix 2.

### **APPENDICES:**

Appendix 1 - Pay Policy 2021-22

Appendix 2 – 2020 Gender and BAME Pay Gap