



City of Westminster Cabinet Report

Decision Maker:	Full Cabinet/Council
Date:	17 February 2022
Classification:	General Release
Title:	Pay Policy 2022-23
Wards Affected:	All
Key Decision:	Approve the Pay Policy 2022-23
Financial Summary:	No financial implications outside of projected budget
Report of:	Lee Witham

1. Executive Summary

To advise of the publication of the Council's annual Pay Policy for 2022-23 which needs to be approved by Cabinet on 17th February 2022 and by full Council on 2nd March 2022, before publication.

2. Recommendations

That Cabinet review and recommends the Pay Policy for 2022-23. This report appends the proposed Pay Policy for 2022-23. All pay data in the Pay Policy will use the snapshot date of 31st March 2021.

3. Reasons for Decision

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

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.

It must also include information about the relationship between the remuneration of the Chief Executive and the median salary of all employees (the "pay multiple").

Should there be any Government reforms to public sector exit payments in 2022-23 the Pay Policy for 2022-23 will be amended as required.

4. Financial Implications

None

5. Legal Implications

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 2022-23