

**City of Westminster**

Cabinet Report

Meeting:	Cabinet
Date:	20th February 2017
Classification:	<i>For general release</i>
Title:	Pay Policy 2017- 2018
Wards Affected:	n/a
Financial Summary:	There are no direct financial implications
Report of:	Lee Witham, Director of People Services

1. Executive Summary

To advise of the publication of the Council's annual Pay Policy for 2017 – 2018. This needs to be approved by Cabinet on 20th February 2017 and by full Council on 1st March 2017, before publication.

2. Recommendations

That Cabinet recommends that the Council adopt the Pay Policy for 2017 - 2018 (see Appendix 1).

3. Reason for decision

- 3.1 The Council is required to publish its Pay Policy by 31st March every year. It must be approved formally by Cabinet and full Council before publication. The Council is already transparent in its approach to senior pay and publishes detailed information about senior officer pay and Members allowances to meet its duties under the Local Government Transparency Code (2015).
- 3.2 The Council's Pay Policy meets the statutory requirements of the Localism Act 2011. It brings together all the Council's existing policies on pay, which have been subject to consultation. The Pay Policy must detail Chief Officer's remuneration, increases and additions to pay, bonuses, termination payments and remuneration on recruitment. It must also include information about the relationship between the remuneration of its highest paid officer (The Chief Executive) and the median total salary of all employees (the "pay multiple").

- 3.3 This report appends the Pay Policy for 2017 – 2018. It should be noted that the Pay Policy will be amended in response to the 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 where they take another public sector role within a 12 month period) which are due to come into effect in early 2017. The Director of People Services will monitor developments and any arising amendments to the Pay Policy will be presented for sign off at the appropriate level.

4. Legal Implications

None

5. Financial Implications

None

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, 0207 641 3221