



City of Westminster

Cabinet Report

Meeting:	Cabinet
Date:	19th February 2018
Classification:	For General Release
Title:	Pay Policy 2018- 2019
Wards Affected:	n/a
Financial Summary:	There are no direct financial implications
Report of:	Lee Witham, Director of People Services

1. Executive Summary

- 1.1 To advise of the publication of the Council's annual Pay Policy for 2018 – 2019, which needs to be approved by Cabinet on 19th February 2018 and by full Council on 7th March 2018, before publication.

2. Recommendations

- 2.1 That the Council be recommended to adopt the Pay Policy for 2018 - 2019 (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.
- 3.3 The Pay Policy must include details in relation to: all aspects of Chief Officers' 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 its highest paid officer (the Chief Executive) and the median salary of all employees (the “pay multiple”).

- 3.4 This report appends the proposed Pay Policy for 2018 – 2019. All pay data in the Pay Policy will use the snapshot date of 31st March 2017.
- 3.5 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 2018. The Pay Policy will be amended if this takes place.

4 Legal Implications

- 4.1 The statutory requirements set out in Chapter 8 of Part 1 of the Localism Act 2011 (Sections 38-43) are summarised in the report and the pay policy statement. The pay policy statement complies with the statutory requirements.
- 4.2 Implications completed by Rhian Davies, Chief Solicitor (Litigation and Social Care).

5 Financial Implications

- 5.1 All changes to pay will be reflected in the budget setting process.

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 3224