



# City of Westminster Cabinet Report

<b>Decision Maker:</b>	Cabinet
<b>Date:</b>	13 February 2023
<b>Classification:</b>	General
<b>Title:</b>	Pay Policy 2023-24
<b>Wards Affected:</b>	All
<b>Key Decision:</b>	No
<b>Financial Summary:</b>	No financial implications outside of projected budget
<b>Report of:</b>	Lee Witham, Director of People Services

## 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 of 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 its highest paid officer (the Chief Executive) and the median salary of all employees (the "pay multiple").

All pay data in the Pay Policy will use the snapshot date of 31<sup>st</sup> March 2022.

There are no major changes compared to last year's policy.

## 2. Recommendations

That Cabinet review and recommends the Pay Policy for 2023 – 2024 attached as Appendix 1 to full Council for approval.

## 3. Reasons for Decision

To note the draft Council's Pay Policy for 2023-24 which will need to be approved by full Council before its publication on our external website on 31st March 2023.

## 4. Financial Implications

No financial implications.

## 5. Legal Implications

The legal implications are set out in the attached Pay Policy 2023-24

**If you have any queries about this Report or wish to inspect any of the Background Papers please contact:**

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## APPENDICES:

Appendix 1 - Pay Policy 2023-24