



City of Westminster

Cabinet

Decision Maker:	Cabinet
Date:	19 February 2024
Classification:	General Release
Title:	WCC Pay Policy 2024/25
Wards Affected:	All
Policy Context:	Annual publication of the Council's Pay Policy for 2024/25
Key Decision:	No
Financial Summary:	No financial implications
Report of:	Parveen Akhtar, Executive Director of Democracy, Law, and People

1. Executive Summary

- 1.1. The Council is required to publish its Pay Policy by 31 March every year.
- 1.2. 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.
- 1.3. This report appends the proposed Pay Policy Statement for 2024-25. All pay data in the Pay Policy Statement uses the snapshot date as of 31 March 2023 unless stated otherwise.
- 1.4. There are no major changes compared to last year's policy

2. Recommendations

- 2.1. That Cabinet approve the following recommendations to Full Council for consideration at its meeting on 6 March 2024:
 - Approve the Pay Policy Statement 2024/25

3. Reasons for Decision

- 3.1. The draft Pay Policy Statement is fully compliant with all the legal requirements set out in the statement and therefore should be approved and published by 1 April 2024 on our external website.

4. Background, including Policy Context

- 4.1. Councils are required, under Section 40 of the Localism Act 2011, to produce Pay Policy Statements articulating the authority's policies towards a range of issues relating to the pay of its workforce, particularly its senior staff (or 'chief officers') and its lowest paid employees.

A Pay Policy Statements must be prepared for each financial year, beginning with 2012/13, and must be approved by Full Council.

5. Financial Implications

- 5.1. No financial implications.

6. Legal and Governance Implications

- 6.1. The legal implications are set out in the attached Pay Policy 2024.25

7. Climate Impact

- 7.1. No climate implications.

8. Equalities Implications

- 8.1. None.

9. Consultation

9.1. Not required.

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

Parveen Aktar, Executive Director of Democracy, Law and People

APPENDICES

1. WCC Pay Policy Statement 2024/25