Gangmasters Licensing Authority

Freedom of Information Act Request

Ref: 16 - 04	Date issued: 03/07/16

Subject: Pay grades and awards

Question(s) asked and answer(s):

1. Please can you provide the name of unions which are signatories to your main collective agreement covering pay and conditions.

PCS

2. Please indicate the number of employees covered by the agreement.

35 (GLA staff who are members of the PCS union)

3. Please provide lists of pay grades and current pay rates.

These are published here: http://www.gla.gov.uk/who-we-are/gla-structure-and-cost/

4. Please provide a copy of your latest pay settlement. If the latest pay settlement is based on the 1% maximum paybill increase set by the Treasury, please provide the following information on how the 1% has been applied:
i. Have there been any changes to the pay scales?
ii. Are progression payments being paid?
iii. Are performance-related bonuses being paid? If so, what are the arrangements for performance-related bonuses?

The GLA does not produce a single document relating to pay settlements. All staff receive an individual notification informing them of their respective pay settlement.
i. On 1 October last year the GLA gave those staff whose earnings were below the maximum pay grade - and who had met or exceeded the expected level of performance - an increase of 1% consolidated. Those at the maximum pay band did not receive an award.
ii. We no longer have incremental pay so pay is awarded on the basis of satisfactory performance. We did increase the minimum of the pay scale for our lowest paid staff and also split one of our pay scales to provide a better fit within the needs of the organisation.
iii. Yes. Annual performance-related bonuses are paid to 25% of staff who have exceeded the requirements of their role in relation to achieving their objectives and their behaviours.