



Ref: FOI 2018 - 36	Date issued: 5 December 2018
Subject: Collective pay agreement	
Question(s) asked & responses (in bold): <ol style="list-style-type: none">1. Name of the unions signatory to your main collective agreement covering pay and conditions. Mark Serwotka, General Secretary of the Public and Commercial Services (PCS) Union.2. Please state the settlement date of your latest collective pay agreement. We are unable to provide this information as the latest settlement has not been reached.3. Please state the employee groups covered by the pay agreement. PCS members.4. Please state the number of employees covered by the agreement. PCS members, number unknown.5. Please provide a copy of your latest pay agreement. Not available, as it is not completed.6. Was the latest pay settlement under the remit of the 2018/19 Civil Service pay guidance? The latest pay settlement is yet to be consulted on and is line with the 2018/19 guidance.7. Please list the current grades and pay rates together with the previous year's grades and rates for the below roles or their equivalents:<ol style="list-style-type: none">a] Administrative Assistant (AA)b] Administrative Officer (AO)c] Executive Officer (EO)d] Higher Executive Officer (HEO)e] Senior Executive Officer (SEO)f] Grade 6g] Grade 7	

GLAA Grade	Civil Service Grade	2016 Payscale		2017 Payscale	
		Minimum	Maximum	Minimum	Maximum
1	AO	£18,685	£20,313	£18,685	£20,313
2	EO	£21,269	£26,855	£21,269	£25,000
3	HEO	£26,591	£32,552	£27,100	£32,200
4	SEO	£31,794	£37,062	£33,700	£37,070
4a	SEO	£37,381	£41,530	£38,370	£42,200
5	G7	£42,539	£53,701	£46,700	£56,000
6	G6	£54,234	£65,083	£59,590	£65,800

8. Please give details of any individual performance-related increases paid in terms of the percentage of the paybill allocated to fund these awards and please state whether these were consolidated or non-consolidated.

2% of the pay bill on a non-consolidated basis may be paid in terms of individual performance related increases.

9. Please state the overall paybill increase as a result of the 2018/19 pay settlement (including employer National Insurance and employer pension contributions).

We are unable to provide this information as the settlement has not been reached.

10. Have any other changes been made to terms and conditions as part of the latest pay award?

No

11. Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay negotiations.

Chief Executive, Head of Human Resources & Head of Business and Finance.

12. If an agreement has yet to be reached please state the month in which you anticipate 2018/19 pay increase will be paid.

We are unable to state the month as the consultation process is yet to be commenced.