



Freedom of Information Act Request

Ref: FOI 21-22 17

Date issued: 25 October 2021

Subject: 2021 Employee Pay Review

Question(s):

1. Please state the effective date (day and month) of your organisation's 2021/22 pay review.
2. If the 2021/22 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.
3. Please state the employee group/s covered by the 2021/22 pay review.
4. Please state the total number of employees covered by the 2021/22 pay review.
5. Please provide a copy of your 2021/22 pay agreement (if applicable) or generic pay circular sent to employees (that is one that does not identify any individual employee) outlining the outcome of the latest pay review if there are no collective negotiations.
6. Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2021/22 pay review* excluding the effect of any incremental progression, merit pay or bonuses.
***When calculating this figure please bear in mind that, if applicable, employees covered by the 2021/22 Civil Service Pay Remit Guidance who are paid less than the full-time equivalent (FTE) salary of £24,000 receive the greater of a FTE £250 consolidated basic pay rise or an increase taking them up to the National Living Wage of £8.91 an hour.**
7. If an employee's annual pay award is determined solely according to an assessment of their individual performance (commonly known as a merit increase) as opposed to an across-the-board pay rises (where all employees generally receive the same increase irrespective of their individual performance) please state the percentage of the paybill allocated to fund these awards, the range of increases and whether or not the awards are consolidated.
8. If any employees were eligible for individual performance-related payments or bonuses over and above the general pay rise please state the range of increases (either as a percentage of their base salary or a cash amount as applicable), whether or not they were consolidated into basic pay and please state the overall % of the paybill allocated to fund these awards.
9. Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.

10. Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.
11. Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.

Response:

1. 1st October 2021 is the contractual review date, though we are dependent on approval from the Secretary of State for our pay remit process. This has not been received for the 2021/22 pay year as yet.
2. We are hopeful that we will be able to pay any pay award in November or December 2021.
3. All employees within pay bands 1 to pay bands 6 (excludes SCS grades)
4. Eligible individuals in post on the 1st October 2021 was 114.
5. The pay review is awaiting approval and has not been agreed externally or internally yet.
6. The pay review is awaiting approval and final details have not been agreed externally or internally yet.
7. The pay review is awaiting approval and has not been agreed externally or internally yet, so we cannot confirm details.
8. 2% of the paybill is usually allocated to fund the non-consolidated bonus pot.
9. The pay review is awaiting approval and has not been agreed externally or internally yet, so we cannot confirm details.
10. Public and Commercial Services Union (PCS)
11. Katherine Curtis, Senior HR Officer is the responsible person.