

23 January 2012

I am writing in response to your e-mail of 20 December 2011 requesting information relating to pay progression arrangements in the Department for Communities and Local Government (DCLG). Your request, which has been considered under the Freedom of Information Act 2000, asked for

*“a) The number of civil servants in your department (including any executive agencies) currently covered by pay progression agreements out of the total number of civil servants in your department*

*b) The lengths of such agreements and the respective salaries protected. For example: There are three staff on between £30,000 and £40,000 whose salaries are protected for five years.*

*There are four staff on between £40,000 and £50,000 whose salaries are protected for four years etc”*

This response provides the requested information for DCLG and for each of the Department’s three Executive Agencies.

The staffing of each of the four organisations includes individuals who are members of the Senior Civil Service (SCS). Pay arrangements for the SCS are set on a cross Whitehall basis and do not include contractual pay progression.

Information on all other staff is set out separately for each organisation below.

### **DCLG Main Department**

Staff at Grades 6 and below in DCLG have contractual pay progression arrangements by virtue of the 1998 long term pay agreement entered into by the then Department for the Environment, Transport and the Regions (DETR).

Under these arrangements there are a number of different pay ranges (for staff in different specialisms and at different levels of seniority). Each pay range has minimum and maximum pay points as well as milestones which staff have a contractual right to move to once they have served the required length of time in grade. Different pay ranges have milestones set at different years, eg in Pay Band 2 they are paid every year until an individual progresses to the maximum, whereas at Pay Band 7 they are paid at two, four, six, seven and eight years in grade. Staff who reach the pay range maxima do not receive any further pay increases. The current pay structure, which has been frozen since 1 August 2009, is contained in Annex A.

The number of civil servants covered by these pay progression arrangements in the main Department on 31 December 2011 was 1531. The total number of civil servants in the Department was 1717.

Please note these figures (1531 and 1717) exclude 200 civil servants previously employed in the Regional Development Agencies. The contractual pay progression status of these staff has not been formally resolved yet.

Please also note that it is possible for staff to have higher salaries than the pay range maxima (normally because they have transferred in on a salary higher than the DCLG maxima for their grade). As at 31 December 2011, 72 civil servants in DCLG are on protected basis (with no formal end date). These salaries are subject to 'mark time' arrangements and do not receive pay increases until the pay range maxima catches up with them. These are shown in the table below:

Annual Salary (£)	Number of staff on a 'mark time' basis
20,000 – 29,999	1
30,000 – 39,999	28
40,000 – 49,999	14
50,000 – 59,999	20
60,000 – 69,999	6
70,000 – 79,999	3

### **The Planning Inspectorate**

Staff at Grades 6 and below in PINS have contractual pay progression arrangements by virtue of the 2002, and subsequent, pay agreements.

Under this each pay range has minimum and maximum pay points as well as milestones which staff have a contractual right to move to once they have served the required length of time in grade. The current pay structure, which has been frozen since 1 August 2009, is contained in Annex B.

The number of civil servants covered by these pay progression arrangements PINS on 31 December 2011, was 679. The total number of civil servants in PINS was 683.

It is possible for staff to have higher salaries than the pay range maxima (normally because they have transferred in on a salary higher than the PINS maxima). As at 31 December 2011 8 civil servants in PINS are on protected basis (with no formal end date). These salaries are subject to 'mark time' arrangements and do not receive pay increases until the pay range maxima catches up with them. These are shown in the table below:

Annual Salary (£)	Number of staff on a 'mark time' basis
20,000 – 29,999	4
30,000 – 39,999	3
40,000 – 49,999	1

## **The Fire Service College**

No civil servants in the Fire Service College are covered by pay progression agreements.

On 31 December 2011 there was one member of staff on between £40,000 and £49,999 whose salary is protected on a mark-time basis (with no formal end-date). This is due to the employee being higher than their pay range maximum.

## **Queen Elizabeth II Conference Centre**

No civil servants in the Queen Elizabeth II Conference Centre are covered by pay progression agreements or receive pay protection (there are no pay range maxima in the QEII Conference Centre).

## DCLG Pay Structure – 1 August 2011

Pay Range	Minimum	1 Year	2 Years	3 Years	4 Years				
PB1.0	£15,717	£16,082	£16,448	£16,814	£17,179				
PB1.1	£19,335	£19,784	£20,234	£20,683	£21,133				
	<b>Minimum</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>	<b>5 Years</b>			
PB2.0	£19,935	£20,386	£20,838	£21,289	£21,741	£22,194			
PB2.1	£23,218	£23,744	£24,270	£24,796	£25,322	£25,847			
	<b>Minimum</b>		<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>	<b>5 Years</b>			
PB3.0	£22,279		£23,117	£24,374	£25,026	£26,934			
PB3.1	£22,279		£23,117	£24,374	£25,026	£26,934			
PB3.2	£24,951		£25,889	£27,296	£28,026	£30,162			
PB3.3	£24,951		£25,889	£27,296	£28,026	£30,162			
PB3.4	£25,830		£26,802	£28,258	£29,014	£31,225			
	<b>Minimum</b>		<b>2 Years</b>	<b>3 Years</b>		<b>5 Years</b>	<b>6 Years</b>		
PB4.0	£26,058		£26,875	£27,909		£28,726	£31,502		
PB4.1	£29,536		£30,462	£31,634		£32,560	£35,706		
PB4.2	£26,058		£26,875	£27,909		£28,726	£31,502		
PB4.3	£28,668		£29,567	£30,704		£31,602	£34,655		
PB4.4	£28,477		£29,370	£30,500		£31,392	£34,425		
PB4.5	£32,685		£33,710	£35,007		£36,031	£39,513		
PB4.6	£31,515		£32,503	£33,754		£34,741	£38,098		
PB4.7	£28,668		£29,567	£30,704		£31,602	£34,655		

### DCLG Pay Structure – 1 August 2011

	<b>Minimum</b>		<b>2 Years</b>	<b>3 Years</b>		<b>5 Years</b>	<b>6 Years</b>		
<b>PB5.0</b>	£32,311		£33,477	£35,258		£36,080	£39,163		
<b>PB5.1</b>	£34,768		£36,022	£37,939		£38,824	£42,141		
<b>PB5.2</b>	£34,768		£36,022	£37,939		£38,824	£42,141		
<b>PB5.3</b>	£32,311		£33,477	£35,258		£36,080	£39,163		
<b>PB5.4</b>	£34,768		£36,022	£37,939		£38,824	£42,141		
<b>PB5.5</b>	£37,732		£39,093	£41,174		£42,134	£45,734		
<b>PB5.6</b>	£34,774		£36,027	£37,942		£38,826	£42,141		
<b>PB5.7</b>	£37,927		£39,297	£41,392		£42,359	£45,985		
<b>PB5.8</b>	£37,739		£39,098	£41,177		£42,137	£45,734		
	<b>Minimum</b>		<b>2 Years</b>		<b>4 Years</b>		<b>6 Years</b>	<b>7 Years</b>	<b>8 Years</b>
<b>PB6.0</b>	£40,852		£42,937		£45,949		£47,571	£49,077	£52,436
<b>PB6.1</b>	£44,494		£46,765		£50,045		£51,812	£53,452	£57,110
	<b>Minimum</b>		<b>2 Years</b>		<b>4 Years</b>		<b>6 Years</b>	<b>7 Years</b>	<b>8 Years</b>
<b>PB7.0</b>	£50,203		£52,766		£56,467		£58,460	£60,310	£64,438
<b>PB7.1</b>	£54,828		£57,627		£61,669		£63,846	£65,867	£70,375

## DCLG grading structure – read across from old Civil Service grades

Pay range	
PB1.0	AA, SGB2 National
PB1.1	AA, SGB2 London
PB2.0	AO, SGB1 National
PB2.1	AO, SGB1 London
PB3.0	EO National
PB3.1	SO, PTO, AIO National
PB3.2	EO London, StO
PB3.3	Ass Lib, AIO, PTO, MCO, GO,RO Ldn
PB3.4	EO Acct London
PB4.0	HEO National
PB4.1	HEO Audit National
PB4.2	HPTO, IO National
PB4.3	HEO London, HStO
PB4.4	HPTO (EFS), HEO Acct National
PB4.5	HEO Audit London
PB4.6	HEO Acct London
PB4.7	HPTO, HSO (Higher Scientific Officer), IO, HMCO & Lib Ldn
PB4.9	Fast Stream
PB4.10	Legal Trainee
PB4.11	Legal Officer
PB5.0	SEO National
PB5.1	SEO London, SStO
PB5.2	SEO Audit National
PB5.3	SPTO, SSO, SIO National
PB5.4	SEO Acct National
PB5.5	SEO Audit London
PB5.6	SPTO, SIO, SMCO, SSO London
PB5.7	SPTO (EFS)
PB5.8	SEO Acct, SRO, SPTO Con, SPO Ldn
PB6.0	Grade 7, National
PB6.1	Grade 7, Grade 7 Legal London
PB7.0	Grade 6 National
PB7.1	Grade 6 London

**PINS Administrative Pay Scales – 1 August 2011**

Grade	Band	Minimum	Point 2	Point 3	Point 4	Ceiling
AA	1	£16,449	£17,034			£17,448
AO	2	£19,292	£19,792	£20,371		£20,762
DS	1	£16,449	£17,034			£17,448
PS	2	£19,292	£19,792	£20,371		£20,762
EO & PO	3	£23,686	£24,435	£25,095		£25,589
HEO & HPO	4	£29,539	£30,729	£31,780		£32,406
SEO	5	£36,653	£37,599	£38,711	£39,873	£40,659
G7	6	£48,647	£50,452	£52,203	£53,772	£55,618
G6	7	£57,500	£59,952	£62,402	£65,204	£68,293

## **PINS Pay Ranges for Inspectors from 1 August 2011**

### **HOUSING AND PLANNING INSPECTOR**

HPI 1	39,149
HPI 2	41,015
HPI 3	42,878
HPI 4	44,743
HPI 5	47,501

### **SENIOR HOUSING & PLANNING INSPECTOR**

SHPI 1	50,557
SHPI 2	54,348
SHPI 3	58,139
SHPI 4	60,670

### **PRINCIPAL HOUSING & PLANNING INSPECTOR**

PHPI 1	65,416
PHPI 2	68,687
PHPI 3	71,957

### **INSPECTOR MANAGER**

IM	75,432
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