

FOI Release
Information released under the Freedom of Information Act

Title: IPO pay and conditions

Date of release: 15 November 2016

Information request:

- 1) Name of unions which are signatories to your main collective agreement covering pay and conditions;
- 2) Number of employees covered by the agreement;
- 3) Lists of grades and current pay rates. Please indicate any agreed equivalence between the grade names used within the list and the following civil service grades:
 - 1) Administrative Assistant (AA)
 - 2) Administrative Officer (AO)
 - 3) Executive Officer (EO)
 - 4) Higher Executive Officer (HEO)
 - 5) Senior Executive Officer (SEO)
 - 6) Grade 7
 - 7) Grade 6
- 4) Copy of your latest pay settlement. If the latest pay settlement is based on the 1% maximum pay bill increase set by the Treasury, please provide the following information on how the 1% has been applied:
 - 1) Have there been any changes to the pay scales?
 - 2) Are progression payments being paid?
 - 3) Are performance-related bonuses being paid? If so, what are the arrangements for performance-related bonuses?

Information released:

- 1) PROSPECT, PCS, FDA
- 2) 1173 (Accurate as of 1 August 2016 and excluding those not on payroll as of this date, such as loanees/secondees/staff on career break)
- 3)

Pay Span	2016 Span Minimum	2016 Span Maximum
A1 (AA equivalent)	£16,389	Spot rate
A2 (AA equivalent)	£17,514	Spot rate
A3 (AO equivalent)	£19,607	Spot rate

B1 (EO equivalent)	£21,269	£22,298
B2/B2 Exr (EO equivalent)	£24,656	£27,001
B3 (HEO Equivalent)	£28,705	£30,123
C1/C1 Exr (SEO Equivalent)	£35,542	£39,585
C2/C2 Exr (Grade 7 equivalent)	£52,208	£55,665
D1 (Grade 6 equivalent)	£60,696	£64,838

Copy of your latest pay settlement - Pay offer attached.

If the latest pay settlement is based on the 1% maximum pay bill increase set by the Treasury, please provide the following information on how the 1% has been applied - Not applicable.