

# **Freedom of Information request 1105/2011**

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## **Information request**

“As an employee of Remploy in the Healthcare sector of the business I seek the following information please.

Can you please advise if Remploy including Healthcare have to request permission from the DWP to authorise progression payments to staff. Can you also advise how many requests to give progression payments Remploy including Healthcare have been lodged with the DWP in the last 12 months and how many decisions are still pending approval.”

## **DWP response**

The Secretary of State for the Department for Work and Pensions is required to agree Remploy's annual pay remit. Part of the remit covers progression payments.

Remploy has a collective agreement (the Accord) which contains a Competence Based Skill Grading System under which eligible employees formally assessed as being competent at a higher grade level than their current job grade may be upgraded to that higher grade, with consequent increases in pay scales (which are referred to as 'progression payments'), subject to certain conditions being met.

Employees have a contractual right to receive these upgrades and payments where the terms contained within the Accord form part of an individual's terms and conditions of employment.

The Secretary of State has agreed the company can make progression payments to Remploy staff within the contract of employment right described above.