

## Digest of Questions and Answers Relating to the 2008 – 2010 Pay Agreement

### Contents - Revised Pay Spines and Points

Eligibility – Basic Pay Increases

Progression

Calculation of the lump sum compensation payment for the moving of the progression date

Performance Related Pay

Allowances

### 1. Revised Pay Spines and Points

Attached at Appendix A.

### 2. Eligibility – Basic Pay Increases

#### 2.1. What happens if an employee is on long term sickness absence and is receiving 50% or Nil pay?

Payment is pro-rata accordingly, that is for periods of pay at 50% people will receive 50% of the full payment. People on Nil pay will not receive any payment for the period of Nil pay.

#### 2.2. Is the payment pro-rata for people that work less than full time hours?

Yes.

#### 2.3. Does this payment apply to Sessional staff?

No.

#### 2.4. What happens if someone has changed their working hours in the period between 1 April 2008 and 30 September 2008?

Payments will be pro-rata, for the relevant periods, according to the hours worked weekly in each period. Thus, if a person works 20 hours a week until 30 June 2008 and then works 30 hours from 1 July 2008, he/she will be paid according to the contracted weekly hours for each period. For calculation of the lump sum, please see Section 4.

#### 2.5. What happens if a person has moved from one Probation Board/ Trust to another?

The Board/ Trust currently employing the person will be responsible for all calculations and payments for the period that the person has been employed by the Board/ Trust. Employees will need to apply directly to a former Board/ Trust if he/ she believes that he/ she is owed any payments.

#### 2.6. What happens to people on protected pay following 2005/6 Pay Modernisation?

Pay Protection ends on 31 March 2009. The increase applies to Substantive Pay, not the Mark Time Protected pay. Therefore, Mark Time Protected pay stays the same and the amount of the Protected element is reduced as the Substantive Pay is increased e.g.

|                         |             |
|-------------------------|-------------|
| Mark Time Protected pay | = £25,000pa |
| Protected element       | = £3,000pa  |
| Substantive Pay         | = £22,000pa |

After implementation:-

|                         |             |
|-------------------------|-------------|
| Mark Time Protected pay | = £25,000pa |
| Protected element       | = £2,560pa  |
| Substantive Pay         | = £22,440pa |

#### 2.7. If someone is acting on higher duties, will payment be based on the temporary role or the substantive role?

The person will progress on his/ her substantive role and the payment for acting will be re-calculated as necessary.

### 3. Progression from 1 October 2008

Employees on the maxima of their Pay Bands will not receive progression

#### **3.1. What happens if someone has changed jobs in the period 31 March 2008 and 1 October 2008?**

Normal progression rules apply.

#### **3.2. What happens where a person does not have 6 months' qualifying service on a Pay Point in a Pay Band on 1 October 2008?**

He/ she will not be eligible for progression until he/ she has completed 6 months' service. When the person has completed 6 months' qualifying service on a Pay Point in a Pay Band, he or she will progress from the minimum in place prior to 1 October 2008. Therefore, if a person has 6 months' qualifying service on a Pay Point in a Pay Band on, for example, 1 December 2008 and was appointed on Point SC11, he/ she will move to Point SC14 on 1 December 2008. Normal progression rules will apply thereafter [i.e. 1 October 2009].

#### **3.3. What happens where a person does not have 6 months' qualifying service on a Pay Point on 1 October 2009?**

He/ she will not be eligible for progression until he/ she has completed 6 months' service. When the person has completed 6 months' qualifying service on a Pay Point, he or she will progress from the minimum in place prior to 1 October 2009. Therefore, if a person has 6 months' qualifying service on a Pay Point on, for example, 1 December 2009 and was appointed on Point SC25 he/ she will move to Point SC28 on 1 December 2009. Normal progression rules apply thereafter [i.e. 1 October 2010].

#### **3.4. What happens if an employee completes 6 months' qualifying service during the period 1 April 2008 to 30 September 2008?**

No progression will take place until 1 October 2008.

### 4. Calculation of the lump sum compensation payment for the moving of the progression date

#### **4.1. As a general principle, all employees who would have received progression on 1 April 2008 would receive a lump sum payment which is unconsolidated and non-pensionable in compensation for the moving of the progression date from 1 April to 1 October.**

Where employees are at the maximum of their pay range on 31 March 2008, they will not receive a payment as no progression was due on 1 April 2008. This payment is paid in total with any necessary abatement as identified in Para. 2.1. above. The payment is calculated on the basis of 6 months delay to the progression that would have taken place on 1 April 2008.

To calculate the lump sum:-

[a] Identify the pay rate applicable for the employee on 31 March 2008.

[b] Identify the progression that the employee would have received on 1 April 2008.

[c] Divide this payment by 2. This will be either 1.0% or 1.5% of the salary at [a].

#### **4.2. What happens where an employee does not have 6 months' qualifying service on 1 April 2008?**

It will be necessary to calculate the date between 1 April 2008 and 30 September 2008 when the individual would have progressed under the former rule. Calculate the lump sum as shown at Para. 4.1. and abate for the period for which progression was not due. For example, an employee would normally have progressed on 1 August 2008, therefore the lump sum should be abated for 4 months and only one third of the calculation at Para. 4.1. will be paid.

5. Performance Related Pay

The arrangements for this remain unchanged i.e. the last payment for this scheme will be in respect of the period 1 April 2008 to 31 March 2009. Refer to SCCOG Circular 2/2006 page 4.

6. Allowances

Revised rates will be issued shortly.

## Annex A

| Band A          |              |              |              |              |              |
|-----------------|--------------|--------------|--------------|--------------|--------------|
|                 | 1/4/2007     | 1/4/2008     | 1/10/2008    | 1/4/2009     | 1/10/2009    |
|                 | £'spa        | £'spa        | £'spa        | £'spa        | £'spa        |
| <b>SC7 Min</b>  | <b>40668</b> | <b>41481</b> | <b>41481</b> | <b>42435</b> | <b>42435</b> |
| <b>SC8</b>      | 41074        | 41895        | 41895        | 42859        | 42859        |
| <b>SC9</b>      | 41487        | 42317        | 42317        | 43290        | 43290        |
| <b>SC10</b>     | 41905        | 42743        | 42743        | 43726        | 43726        |
| <b>SC11</b>     | 42327        | 43174        | 43174        | 44167        | 44167        |
| <b>SC12</b>     | 42752        | 43607        | 43607        | 44610        | 44610        |
| <b>SC13</b>     | 43178        | 44042        | 44042        | 45055        | 45055        |
| <b>SC14</b>     | 43615        | 44487        | 44487        | 45510        | 45510        |
| <b>SC15</b>     | 44053        | 44934        | 44934        | 45967        | 45967        |
| <b>SC16</b>     | 44500        | 45390        | 45390        | 46434        | 46434        |
| <b>SC17</b>     | 44938        | 45837        | 45837        | 46891        | 46891        |
| <b>SC18</b>     | 45398        | 46306        | 46306        | 47371        | 47371        |
| <b>SC19</b>     | 45849        | 46766        | 46766        | 47842        | 47842        |
| <b>SC20 DP</b>  | <b>46312</b> | <b>47238</b> | <b>47238</b> | <b>48324</b> | <b>48324</b> |
| <b>SC21</b>     | 46772        | 47707        | 47707        | 48804        | 48804        |
| <b>SC22</b>     | 47241        | 48186        | 48186        | 49294        | 49294        |
| <b>SC23</b>     | 47707        | 48661        | 48661        | 49780        | 49780        |
| <b>SC24</b>     | 48187        | 49151        | 49151        | 50281        | 50281        |
| <b>SC25</b>     | 48666        | 49639        | 49639        | 50781        | 50781        |
| <b>SC26</b>     | 49151        | 50134        | 50134        | 51287        | 51287        |
| <b>SC27</b>     | 49643        | 50636        | 50636        | 51801        | 51801        |
| <b>SC28 Max</b> | <b>50144</b> | <b>51147</b> | <b>51147</b> | <b>52323</b> | <b>52323</b> |
| Band B          |              |              |              |              |              |
|                 | 1/4/2007     | 1/4/2008     | 1/10/2008    | 1/4/2009     | 1/10/2009    |
|                 | £'spa        | £'spa        | £'spa        | £'spa        | £'spa        |
| <b>SC22 Min</b> | <b>47241</b> | <b>48186</b> | <b>48186</b> | <b>49294</b> | <b>49294</b> |
| <b>SC23</b>     | 47707        | 48661        | 48661        | 49780        | 49780        |
| <b>SC24</b>     | 48187        | 49151        | 49151        | 50281        | 50281        |
| <b>SC25</b>     | 48666        | 49639        | 49639        | 50781        | 50781        |
| <b>SC26</b>     | 49151        | 50134        | 50134        | 51287        | 51287        |
| <b>SC27</b>     | 49643        | 50636        | 50636        | 51801        | 51801        |
| <b>SC28</b>     | 50144        | 51147        | 51147        | 52323        | 52323        |
| <b>SC29</b>     | 50639        | 51652        | 51652        | 52840        | 52840        |
| <b>SC30</b>     | 51146        | 52169        | 52169        | 53369        | 53369        |
| <b>SC31</b>     | 51660        | 52693        | 52693        | 53905        | 53905        |
| <b>SC32</b>     | 52171        | 53214        | 53214        | 54438        | 54438        |
| <b>SC33</b>     | 52704        | 53758        | 53758        | 54994        | 54994        |
| <b>SC34</b>     | 53227        | 54292        | 54292        | 55541        | 55541        |
| <b>SC35</b>     | 53760        | 54835        | 54835        | 56096        | 56096        |
| <b>SC36</b>     | 54293        | 55379        | 55379        | 56653        | 56653        |
| <b>SC37</b>     | 54842        | 55939        | 55939        | 57226        | 57226        |
| <b>SC38 DP</b>  | <b>55391</b> | <b>56499</b> | <b>56499</b> | <b>57798</b> | <b>57798</b> |
| <b>SC39</b>     | 55936        | 57055        | 57055        | 58367        | 58367        |
| <b>SC40</b>     | 56507        | 57637        | 57637        | 58963        | 58963        |
| <b>SC41</b>     | 57062        | 58203        | 58203        | 59542        | 59542        |
| <b>SC42</b>     | 57640        | 58793        | 58793        | 60145        | 60145        |
| <b>SC43</b>     | 58220        | 59384        | 59384        | 60750        | 60750        |
| <b>SC44</b>     | 58798        | 59974        | 59974        | 61353        | 61353        |
| <b>SC45</b>     | 59388        | 60576        | 60576        | 61969        | 61969        |
| <b>SC46 Max</b> | <b>59981</b> | <b>61181</b> | <b>61181</b> | <b>62588</b> | <b>62588</b> |

| Band C          |              |              |              |              |              |
|-----------------|--------------|--------------|--------------|--------------|--------------|
|                 | 1/4/2007     | 1/4/2008     | 1/10/2008    | 1/4/2009     | 1/10/2009    |
|                 | £'spa        | £'spa        | £'spa        | £'spa        | £'spa        |
| <b>SC35 Min</b> | <b>53760</b> | <b>54835</b> | <b>54835</b> | <b>56096</b> | <b>56096</b> |
| <b>SC36</b>     | 54293        | 55379        | 55379        | 56653        | 56653        |
| <b>SC37</b>     | 54842        | 55939        | 55939        | 57226        | 57226        |
| <b>SC38</b>     | 55391        | 56499        | 56499        | 57798        | 57798        |
| <b>SC39</b>     | 55936        | 57055        | 57055        | 58367        | 58367        |
| <b>SC40</b>     | 56507        | 57637        | 57637        | 58963        | 58963        |
| <b>SC41</b>     | 57062        | 58203        | 58203        | 59542        | 59542        |
| <b>SC42</b>     | 57640        | 58793        | 58793        | 60145        | 60145        |
| <b>SC43</b>     | 58220        | 59384        | 59384        | 60750        | 60750        |
| <b>SC44</b>     | 58798        | 59974        | 59974        | 61353        | 61353        |
| <b>SC45</b>     | 59388        | 60576        | 60576        | 61969        | 61969        |
| <b>SC46</b>     | 59981        | 61181        | 61181        | 62588        | 62588        |
| <b>SC47</b>     | 60580        | 61792        | 61792        | 63213        | 63213        |
| <b>SC48</b>     | 61180        | 62404        | 62404        | 63839        | 63839        |
| <b>SC49</b>     | 61802        | 63038        | 63038        | 64488        | 64488        |
| <b>SC50 DP</b>  | <b>62411</b> | <b>63659</b> | <b>63659</b> | <b>65123</b> | <b>65123</b> |
| <b>SC51</b>     | 63042        | 64303        | 64303        | 65782        | 65782        |
| <b>SC52</b>     | 63661        | 64934        | 64934        | 66427        | 66427        |
| <b>SC53</b>     | 64302        | 65588        | 65588        | 67097        | 67097        |
| <b>SC54</b>     | 64942        | 66241        | 66241        | 67765        | 67765        |
| <b>SC55</b>     | 65599        | 66911        | 66911        | 68450        | 68450        |
| <b>SC56</b>     | 66256        | 67581        | 67581        | 69135        | 69135        |
| <b>SC57</b>     | 66912        | 68250        | 68250        | 69820        | 69820        |
| <b>SC58</b>     | 67585        | 68937        | 68937        | 70523        | 70523        |
| <b>SC59 Max</b> | <b>68261</b> | <b>69626</b> | <b>69626</b> | <b>71227</b> | <b>71227</b> |

| Band D          |              |              |              |              |              |
|-----------------|--------------|--------------|--------------|--------------|--------------|
|                 | 1/4/2007     | 1/4/2008     | 1/10/2008    | 1/4/2009     | 1/10/2009    |
|                 | £'spa        | £'spa        | £'spa        | £'spa        | £'spa        |
| <b>SC52 Min</b> | <b>63661</b> | <b>64934</b> | <b>64934</b> | <b>66427</b> | <b>66427</b> |
| <b>SC53</b>     | 64302        | 65588        | 65588        | 67097        | 67097        |
| <b>SC54</b>     | 64942        | 66241        | 66241        | 67765        | 67765        |
| <b>SC55</b>     | 65599        | 66911        | 66911        | 68450        | 68450        |
| <b>SC56</b>     | 66256        | 67581        | 67581        | 69135        | 69135        |
| <b>SC57</b>     | 66912        | 68250        | 68250        | 69820        | 69820        |
| <b>SC58</b>     | 67585        | 68937        | 68937        | 70523        | 70523        |
| <b>SC59</b>     | 68261        | 69626        | 69626        | 71227        | 71227        |
| <b>SC60</b>     | 68939        | 70318        | 70318        | 71935        | 71935        |
| <b>SC61</b>     | 69637        | 71030        | 71030        | 72664        | 72664        |
| <b>SC62</b>     | 70332        | 71739        | 71739        | 73389        | 73389        |
| <b>SC63</b>     | 71033        | 72454        | 72454        | 74120        | 74120        |
| <b>SC64</b>     | 71744        | 73179        | 73179        | 74862        | 74862        |
| <b>SC65</b>     | 72461        | 73910        | 73910        | 75610        | 75610        |
| <b>SC66</b>     | 73181        | 74645        | 74645        | 76362        | 76362        |
| <b>SC67</b>     | 73917        | 75395        | 75395        | 77129        | 77129        |
| <b>SC68</b>     | 74653        | 76146        | 76146        | 77897        | 77897        |
| <b>SC69 DP</b>  | <b>75408</b> | <b>76916</b> | <b>76916</b> | <b>78685</b> | <b>78685</b> |
| <b>SC70</b>     | 76150        | 77673        | 77673        | 79459        | 79459        |
| <b>SC71</b>     | 76914        | 78452        | 78452        | 80256        | 80256        |
| <b>SC72</b>     | 77679        | 79233        | 79233        | 81055        | 81055        |
| <b>SC73</b>     | 78459        | 80028        | 80028        | 81869        | 81869        |
| <b>SC74</b>     | 79246        | 80831        | 80831        | 82690        | 82690        |
| <b>SC75</b>     | 80042        | 81643        | 81643        | 83521        | 83521        |
| <b>SC76</b>     | 80838        | 82455        | 82455        | 84351        | 84351        |
| <b>SC77</b>     | 81647        | 83280        | 83280        | 85195        | 85195        |
| <b>SC78</b>     | 82466        | 84115        | 84115        | 86050        | 86050        |
| <b>SC79 Max</b> | <b>83294</b> | <b>84960</b> | <b>84960</b> | <b>86914</b> | <b>86914</b> |