

FOI Release
Information released under the Freedom of Information Act

Title: IPO pay settlement

Date of release: 29 November 2018

Information request:

1. Names of the unions signatory to your main collective agreement covering pay and conditions.
2. Please state the settlement date of your latest collective pay agreement.
3. Please state the employee groups covered by the pay agreement.
4. Please state the number of employees covered by the agreement.
5. Please provide a copy of your latest pay agreement. Please provide the following information on how any pay increase has been applied:
6. Is the pay bill increase based on pay guidance set by the Treasury?
 - a) Have there been any changes to the pay scales?
 - b) Are progression payments being paid?
 - d) Are performance-related bonuses being paid? If so, what are the arrangements for performance-related bonuses?
7. Please list the current grades and pay rates together with the previous year's grades and rates for the below roles or their equivalents:
 - a] Administrative Assistant (AA)
 - b] Administrative Officer (AO)
 - c] Executive Officer (EO)
 - d] Higher Executive Officer (HEO)
 - e] Senior Executive Officer (SEO)
 - f] Grade 6
 - g] Grade 7
8. Please give details of any individual performance-related increases paid in terms of the percentage of the pay bill allocated to fund these awards and please state whether these were consolidated or non-consolidated.
9. Please state the overall pay bill increase as a result of the 2018/19 pay settlement (including employer National Insurance and employer pension contributions).
10. Have any other changes been made to terms and conditions as part of the latest pay award?
11. If an agreement has yet to be reached please state the month in which you anticipate 2018/19 pay increase will be paid.

Information released:

1. PCS, FDA & Prospect
2. 01 August 2017
3. Grades AO to G6 including STEM
4. 1179
5. Attached

6. We are part of the Pay Pilot which means that we are able to provide a business case and negotiate with HMT directly, therefore the settlement was not based on the 1% maximum pay bill increase set by the Treasury.

7.

- a] Administrative Assistant (AA)
- b] Administrative Officer (AO)
- c] Executive Officer (EO)
- d] Higher Executive Officer (HEO)
- e] Senior Executive Officer (SEO)
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Pay Span	Civil Service Equivalent	2016/17 Span Minimum	2016/17 Span Maximum	2017/18 Span Minimum	2017/18 Span Maximum
A1	AA	£16,389	Spot rate	£16,901	Spot rate
A2	AO	£17,514	Spot rate	£17,865	Spot rate
A3	AO	£19,607	Spot rate	£19,925	Spot rate
B1	EO	£21,269	£22,298	£21,567	£22,521
B2/B2 Exr	EO	£24,656	£27,001	£25,150	£27,272
B3	HEO	£28,705	£30,123	£28,993	£30,425
C1/C1 Exr	SEO	£35,542	£39,585	£36,609	£40,179
C2/C2 Exr	Grade 7	£52,208	£55,665	£52,731	£56,222
D1	Grade 6	£60,696	£64,838	£61,303	£64,838

8. 1%

9. & 10. The 2018/19 pay settlement has not yet been agreed.

11. January or February 2019.