

2021 Delegated Grade Pay Award

Further to our INsite update on the 2021 Pay Award at the end of last year (<http://insite/public-sector-202122-pay-pause-confirmed/>) we have now received Secretary of State approval and concluded our formal negotiations with the Trade Unions on the 2020/21 pay award for delegated grades.

These have progressed to a point where we are able to confirm the pay offer for staff and while it is recognised that the pay award offer does not meet with the Trade Unions expectations, we have decided that at the conclusion of these negotiations the distribution of the award detailed below is the most appropriate that could be achieved.

A breakdown of the pay award is as follows:

- All staff in grades AO and AA, and those where the full-time salary equivalent base pay is less than £24,000, will receive a consolidated pay increase of £250. This will be pro-rated for part time workers
- The salary minimum and maximum pay ranges for AO and AA will increase by £250.

Non-consolidated award

End of year performances have been validated and approved by People and Culture Committee and will be paid in September salaries. Indicative ratings that have been shared with staff can now be confirmed.

We will provide a breakdown of nominations by Division and Centre and the value of payments separately but from an initial analysis over 40% of staff in the delegated grades either received an end of year award, special bonus payment or recognition voucher for their performance in the reporting year.

Next steps

The Trade Unions are considering the details of the offer and will respond formally. Subject to their reply we will aim to implement all eligible payments with September salary, with the consolidated pay award backdated to 1 August 2021.

We recognise that this outcome will be disappointing to most of you but, along with other Civil Service organisations, we were not included in the front line NHS exception. This should not detract from the work done over the course of the last year, especially on our COVID-19 response, and I would urge managers to consider the use of our new recognition scheme (<http://insite/wp->

<content/uploads/2017/04/Recognising-and-Rewarding-Great-Contributions-Policy-FINAL.pdf>) where they would want to reward performance further.

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Director of Human Resources