



Homes
England

Date: 28 October 2022

Our Ref: RFI4090

Tel: 0300 1234 500

Email: infogov@homesengland.gov.uk

Making homes happen

██████████
By Email Only

Information Governance Team
Homes England
Windsor House – 6th Floor
50 Victoria Street
London
SW1H 0TL

Dear ██████████

RE: Request for Information – RFI4090

Thank you for your request for information which was processed in accordance with the Freedom of Information Act 2000 (FOIA).

You requested the following information:

- 1] *Please state the effective date (day and month) of your organisation's 2022 pay review.*
- 2] *If the 2022 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.*
- 3] *Please state the employee group/s covered by the 2022 pay review.*
- 4] *Please state the total number of employees covered by the 2022 pay review.*
- 5] *Please provide a copy of your 2022 pay agreement (if applicable) or generic pay circular sent to employees (that is one that does not identify any individual employee) outlining the outcome of the latest pay review if there are no collective negotiations.*
- 6] *Please state the % consolidated basic pay rise received by the lowest-paid adult employee as a result of the 2022 pay review excluding the effect of any incremental progression, merit pay or bonuses.*
- 7] *If an employee's annual pay award is determined solely according to an assessment of their individual performance (commonly known as a merit increase) as opposed to an across-the-board pay rise (where all employees generally receive the same increase irrespective of their individual performance) please state the percentage of the paybill allocated to fund these awards, the average increase and whether or not the awards are consolidated.*

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8] *If any employees were eligible for one-off individual performance-related payments or bonuses over and above the general pay rise please state the range of awards (either as a percentage of their base salary or a cash amount as applicable) and the overall % of the paybill allocated to fund them.*

9] *Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.*

10] *Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.*

11] *Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.*

Response

We can confirm that we do hold some of the requested information. For clarity, we will address each of your questions in turn.

- 1) ***Please state the effective date (day and month) of your organisation's 2022 pay review.***
1 July 2022
- 2) ***If the 2022 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.***
December 2022
- 3) ***Please state the employee group/s covered by the 2022 pay review.***
All Homes England employees are covered by the pay review
- 4) ***Please state the total number of employees covered by the 2022 pay review.***
1281
- 5) ***Please provide a copy of your 2022 pay agreement (if applicable) or generic pay circular sent to employees (that is one that does not identify any individual employee) outlining the outcome of the latest pay review if there are no collective negotiations.***
This question is not applicable to Homes England as there are collective negotiations, as confirmed below in question 6
- 6) ***Please state the % consolidated basic pay rise received by the lowest-paid adult employee as a result of the 2022 pay review excluding the effect of any incremental progression, merit pay or bonuses.***
This is to be determined by pay negotiations, which are ongoing
- 7) ***If an employee's annual pay award is determined solely according to an assessment of their individual performance (commonly known as a merit increase) as opposed to an across-the-board pay rise (where all***



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employees generally receive the same increase irrespective of their individual performance) please state the percentage of the paybill allocated to fund these awards, the average increase and whether or not the awards are consolidated.

This question is not applicable to Homes England as our pay award is not determined according to an assessment of individual performance

8) *If any employees were eligible for one-off individual performance-related payments or bonuses over and above the general pay rise please state the range of awards (either as a percentage of their base salary or a cash amount as applicable) and the overall % of the paybill allocated to fund them.*

This is to be determined by pay negotiations, which are ongoing. The percentage of the paybill allocated to fund it is 0.29%

9) *Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.*

For 2021-2022 this was ~0%

10) *Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.*

The three recognized unions at Homes England are PCS, Unison, and Unite

11) *Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.*

We can inform you that we do hold the information that you have requested. However, we rely on Section 40 (2) of the FOIA to withhold the information from disclosure.

Section 40 – Personal information

We are withholding information on the grounds that it constitutes third party personal data and therefore engages section 40(2) of the FOIA.

To disclose personal data, such as names, contact details, and email addresses could lead to the identification of third parties and would breach one or more of the data protection principles.

Section 40 is an absolute exemption which means that we do not need to consider the public interest in disclosure. Once it is established that the information is personal data of a third party and release would breach one or more of the data protection principles, then the exemption is engaged.

The full text in the legislation can be found on the following link:

<https://www.legislation.gov.uk/ukpga/2000/36/section/40>

Advice and Assistance

We have a duty to provide advice and assistance in accordance with Section 16 of the FOIA. To comply with this duty we are able to confirm that any correspondence or enquiries for the attention of the responsible team can be directed via our general enquiries team – enquiries@homesengland.gov.uk or 0300 1234 500.



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Right to Appeal

If you are not happy with the information that has been provided or the way in which your request has been handled, you may request an internal review. You can request an internal review by writing to Homes England via the details below, quoting the reference number at the top of this letter.

Email: infogov@homesengland.gov.uk

The Information Governance Team
Homes England – 6th Floor
Windsor House
50 Victoria Street
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Your request for review must be made in writing, explain why you wish to appeal, and be received within 40 working days of the date of this response. Failure to meet this criteria may lead to your request being refused.

Upon receipt, your request for review will be passed to an independent party not involved in your original request. We aim to issue a response within 20 working days.

You may also complain to the Information Commissioner's Office (ICO) however, the Information Commissioner does usually expect the internal review procedure to be exhausted in the first instance.

The Information Commissioner's details can be found via the following link:

<https://ico.org.uk/>

Please note that the contents of your request and this response are also subject to the Freedom of Information Act 2000. Homes England may be required to disclose your request and our response accordingly.

Yours sincerely,

The Information Governance Team
For Homes England

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