

**From:** [Enquiries](#)  
**To:** [REDACTED]  
**Cc:** [Enquiries](#)  
**Subject:** RE: Freedom of Information Request - SSRO RFI 067  
**Date:** 19 December 2022 12:22:32  
**Attachments:** [20221219 \[REDACTED\] SSRO Pay Award 2022-23.pdf](#)

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Dear [REDACTED]

Thank you for your request. Please find attached our response.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original request and should be addressed to: Neil Swift, c/o Enquiries, [enquiries@ssro.gov.uk](mailto:enquiries@ssro.gov.uk).

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Kind regards,

[REDACTED]  
Enquiries

Single Source Regulations Office

T: 0203 771 4771 | E: [enquiries@ssro.gov.uk](mailto:enquiries@ssro.gov.uk)  
Finlaison House | 15-17 Furnival Street | London | EC4A 1AB

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**From:** [REDACTED]  
**Sent:** 06 December 2022 14:33  
**To:** Enquiries <[enquiries@ssro.gov.uk](mailto:enquiries@ssro.gov.uk)>  
**Subject:** Re: Freedom of Information Request

Good afternoon [REDACTED]

I was wondering whether the 2022 employee pay review/settlement has now been finalised and implemented.

If so, please find enclosed a Freedom of Information request regarding this matter.

If it has yet to be concluded do you happen to know when would be best to

submit the request again?

Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Please note: I normally work Mondays and Tuesdays of each week

*XpertHR specialises in the collection and analysis of wage settlements. Our pay commentaries are used by employers, trade unions, economic forecasters and official bodies including the Bank of England and HM Treasury*

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**From:** Enquiries <[enquiries@ssro.gov.uk](mailto:enquiries@ssro.gov.uk)>  
**Sent:** 06 July 2022 08:50  
**To:** [REDACTED]  
**Cc:** Enquiries <[enquiries@ssro.gov.uk](mailto:enquiries@ssro.gov.uk)>  
**Subject:** RE: Freedom of Information Request

**\*\*\* External email: use caution \*\*\***

Good morning [REDACTED]

Thank you for your enquiry and FoI request. The SSRO hasn't finalised their pay review for 2022. It is expected to be completed by the end of October, so the SSRO expect to be able to provide a response to a resubmitted Freedom of Information request in November 2022.

Kind regards

[REDACTED]  
Private Secretary to the Chair  
and Chief Executive

Single Source Regulations Office

T: 0203 771 4771 | M: 07885 266 835 | E: [REDACTED]  
Address: Finlaison House | 15-17 Furnival Street | London | EC4A 1AB

*Please note my normal working days are Monday, Tuesday, Wednesday and Friday*

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**From:** [REDACTED]  
**Sent:** 05 July 2022 14:06  
**Subject:** Freedom of Information Request

Good afternoon

I was wondering whether the 2022 employee pay review/settlement has now been finalised and implemented.

If so, please find enclosed a Freedom of Information request regarding this matter.

If it has yet to be concluded do you happen to know when would be best to submit the request again?

Regards

[REDACTED]  
[REDACTED]  
[REDACTED]

I normally work Mondays and Tuesdays each week

***XpertHR specialises in the collection and analysis of wage settlements.  
Our pay commentaries are used by employers, trade unions, economic  
forecasters and official bodies including the Bank of England and HM  
Treasury***

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## **Freedom of Information Questions – SSRO RFI 067**

1] Please state the effective date (day and month) of your organisation's 2022 pay review.

**Answer: November 2022 backdated to 1 April 2022**

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.

**Answer: All employees (excepting those who joined the organisation in this financial year)**

4] Please state the total number of employees covered by the 2022 pay review.

**Answer: 35**

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.

**Answer: See below**

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.

**Answer: 8.0%**

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.

**Answer: N/A**

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 pay bill allocated to fund them.

**Answer: N/A**

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

**Answer: 3%**

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

**Answer: None**

11] Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review. Neil Swift tel: 020 3771 4771

# SSRO

Single Source  
Regulations Office

Single Source Regulations Office  
Finlaison House  
15-17 Furnival Street  
London  
EC4A 1AB

T 020 3771 4762

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[www.gov.uk/ssro](http://www.gov.uk/ssro)

07 November 2022

Dear XX

**Subject: Pay Award**

I am writing to let you know the outcome of this year's pay award.

The SSRO has received ministerial approval for an overall 3% award, the maximum allowed within the Treasury guidance. The People Committee agreed to apply a differential distribution of a consolidated pay award between eligible employees, weighted in favour of those positioned towards the bottom of each grade. They also agreed that the existing non-consolidated award schemes should continue to operate.


For those eligible, a consolidated award will be applied to employees who were in post on 1 April 2022 and who remain in post at the time the award is processed (November 2022), backdated to 1 April 2022. The award made will not take salaries above existing grade boundaries.

Ineligible employees are those whose salaries are above their current grade boundaries and employees who have been appointed this year, post 1st April 2022. The SSRO plans to review the current grade boundaries in 2023.

Following the application of the pay award your salary will be £XXX.

Regards



  
HR Manager