



Homes
England

Date: 10 January 2023

Our Ref: RFI4181

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 – RFI4181

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 the requested information. 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.

The pay review has been finalised for delegated grades. The pay review for Apprentices and Executive level grades remain outstanding and Homes England anticipate this will be concluded by March 2023.

3] Please state the employee group/s covered by the 2022 pay review.

All Homes England colleagues are covered by the pay review: delegated grades, Apprentices and Executives.

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

Delegated and Apprentices: 1150

Executives: 33

Total: 1183

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.

There were collective negotiations but no joint agreement was made. The deployment of the pay review was circulated to staff as enclosed as Annex A.

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.



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For delegated grades: 6.77%.

Apprentices have not yet been fully finalised.

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.

This question is not applicable to Homes England, as the annual pay award is not determined solely according to an assessment of employee's 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.

To be determined. The % of the pay bill 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.

The overall pay bill increase for 22/23 for delegated grades was 3%. As above Executives and a further award for apprentices have not yet been finalised.

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

Homes England has 3 recognised unions, 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 would 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>



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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 advise that any questions or queries in relation to the pay award can be directed via our general enquiries team: enquiries@homesengland.gov.uk / 0300 1234 500.

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
London
SW1H 0TL

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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Implementing the 2022 pay award

23 November 2022

At the start of November, the proposal for the 2022 pay award was formally presented to our joint Trade Unions, and the detailed offer was then [shared with colleagues](#).

The joint Trade Unions have now responded as follows:

- **Unite:** Reject without referral to dispute process (ACAS)
- **PCS:** Reject without referral to dispute process (ACAS)
- **Unison:** Accepted in recognition of the limitations on Homes England to pay more, but with many abstentions and feedback that the overall offer did not address the cost of living

All parties agree that further discussions through the Advisory, Conciliation and Arbitration Service (ACAS) are not warranted, and therefore the negotiation process is complete.

As a result, Homes England have decided to implement the pay award based on the proposal set out on [8 November](#) and intend to make payment in December payroll (15 December). Please note the impact this will have on [payroll deadlines](#).

Next steps

The pay award will now be implemented, with eligible colleagues receiving a backdated pay award effective on 1 July 2022.

Please note, our priority has been to get this paid before Christmas, therefore individual letters will not be sent ahead of the December payroll. Colleagues will be notified to view their new salary and arrears by logging into [HRnet](#) and viewing their payslip, once these have been released.

For ease of reference, the details of the award are set out below:

- The pay range minimums and maximums for levels 12-20 will be increased by 2%.
- London Weighting Allowance will be increased by 2%.
- All eligible colleagues who are within their pay range will receive a 2% increase to their base salary, capped at the maximum.
- For eligible colleagues, who fall in the lower end of their range, they will be uplifted to 93% of their pay range midpoint.
- The pay award applies to the substantive role that a colleague is undertaking on 30 June and is effective on 1 July 2022. For colleagues that have been promoted to a new role on or after 1 July 2022 please refer to the FAQ: **"I have received a salary increase after 1 July 2022. Will this new salary also be increased as a result of the Pay Award?"**
- For colleagues that are currently in receipt of an ARA (e.g. on secondment) please refer to the FAQ **"What if I am on secondment?"**

As always, there are a lot of detailed points so do read our updated FAQs. You can [download \(PDF\)](#) them or read them on the [Intranet page](#).

Questions?

If you have any questions, please raise a ticket through [HR Self Service](#), so the team can record and respond effectively. HR will review questions on a case by case basis and offer 1:1 sessions as required.