

**Reference: 2024-007**

Thank you for your email in which you requested the following information under the Freedom of Information Act 2000 (FOIA):

1. **The name of unions which are signatories to your main collective agreement covering pay and conditions;**
2. **The number of employees covered by the agreement;**
3. **A list of pay grades and current pay rates. Please indicate any agreed equivalence between the grade names used within the list and the following civil service grades:**
  - a) **Administrative Assistant (AA)**
  - b) **Administrative Officer (AO)**
  - c) **Executive Officer (EO)**
  - d) **Higher Executive Officer (HEO)**
  - e) **Senior Executive Officer (SEO)**
  - f) **Grade 7**
  - g) **Grade 6**
4. **A copy of your latest pay settlement. Please also provide the following information on how any pay increase has been applied:**
  - a) **Is the paybill increase based on pay guidance set by the Treasury?**
  - b) **Have there been any changes to the pay scales? If so, what were the changes?**
  - c) **Were performance-related bonuses paid? If so, what were the arrangements for performance-related bonuses?**
  - d) **Were any other non-consolidated payments made? If so, what were the arrangements for these payments?**

**Response**

Please see below our response to your questions in the order asked.

**Question 1**

FDA, Prospect, and PCS are signatories to the SFO's main collective agreement covering pay and conditions.

**Question 2**

As of 1 August 2023, 464 permanent and temporary staff members were covered by the agreement.

**Question 3**

Information responsive to your questions can be seen on [Civil Service Jobs](#) and, for ease, is also attached.

**Question 4**

Information responsive to your questions can be found in our Annual Reports and Accounts: (<https://www.sfo.gov.uk/publications/corporate-information/annual-reports-accounts/>).

**Pay bands**

		<b>Minimum</b>	<b>Maximum</b>
<b>Band G (Apprentice)</b>	Spot Rate	£22,141	
<b>Band F (AO)</b>	Spot Rate	£26,182	
<b>Band E (EO)</b>	Corporate	£27,148	£31,966
	Digital	£30,147	£33,564
	Operational	£27,148	£31,966
<b>Band D (HEO)</b>	Corporate	£32,797	£36,050
	Digital	£36,720	£39,146
	Operational	£32,797	£39,778
	Investigator Start Point	£35,190	£39,778
<b>Band C (SEO)</b>	Corporate	£38,264	£42,647
	Digital	£41,796	£47,511
	Operational	£39,260	£46,745
	Investigator Start Point	£40,800	£46,745
<b>Band B (G7)</b>	Corporate	£53,132	£62,877
	Digital	£57,998	£66,021
	Operational	£55,317	£64,260
<b>Band A (G6)</b>	Corporate	£67,672	£75,296
	Digital	£69,901	£79,455
	Operational	£68,876	£79,315