

Reference: 2026-061

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

- 1) The percentage pay increase that was implemented for employees under the latest pay award.**
- 2) If different percentage increases were applied to different grades, pay bands, or employee groups, please provide the percentage increase applicable to each.**
- 3) The date on which the pay award was formally implemented.**
- 4) If the pay award was backdated, please provide:**
 - The effective date from which the pay increase was backdated.**
 - The date on which the backdated payment was made to employees.**

Response

Question 1 & 2

The percentage increase differed per grade:

- 4% increase to the AA and AO spot rates.
- 4% increase to the EO band minimums and maximums.
- 3.25% increase to the HEO to G6 band minimums and maximums.

Question 3

The pay award was formally implemented on 1 August 2025.

Question 4

The pay award was backdated. The effective date from which the pay increase was backdated was 1 August 2025. Payment was made to employees on 31 October 2025.