

Reference: IR831

Date issued: 09 August 2022

Employee Pay Review Settlement

I am writing in response to your request for information dated 13 July 2022 in which you requested information regarding the WAO's 2022 employee pay review/settlement.

For ease of reference, I have reproduced your questions below in bold and set out our corresponding responses:

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

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.

Not applicable.

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

All staff pay bands 1-7 and A-C. Information about our current pay scales is available on our website at: <https://www.audit.wales/jobs/working-us>

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

301 employees as of 1 August 2022.

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.

Please see attached document.

6. Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2022 pay review excluding the effect of any incremental progression, merit pay or bonuses.

Please see attached document.

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 rises (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 range of increases and whether or not the awards are consolidated.

Not applicable.

8. If any employees were eligible for individual performance-related payments or bonuses over and above the general pay rise please state the range of increases (either as a percentage of their base salary or a cash amount as applicable), whether or not they were consolidated into basic pay and please state the overall % of the paybill allocated to fund these awards.

Not applicable.

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

3% to include off-set against payable benefit that was withdrawn.

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

Public and Commercial Services Union (PCS) and Prospect.

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

The Board is responsible for providing resources for the Auditor General for Wales to perform his functions including employing staff, and setting pay terms and conditions is largely reserved to the Board. The Board may be advised by the Remuneration & HR Committee.

If you have any queries, or questions about my handling of your request, please do not hesitate to contact me.

Yours sincerely,
Information Officer

From:**Sent:** 07 July 2022 10:05**To:** DG-WAO Everyone**Subject:** Pay award 2022-23

Annwyl Gydweithiwr,

Mae'n dda gennyf ddweud bod ein trafodaethau gyda'r undebau llafur wedi dod i ben ac yr ydym wedi gwneud cynnig terfynol ar gyfer dyfarniad cyflog 2022-23. Dyma fanylion y dyfarniad:

- Codiad canrannol unffurf yn hytrach na

Dear Colleague,

I am pleased to advise that our talks with the trade unions have reached a conclusion and we have made a final offer for the 2022-23 pay award. Details of the award are:

- Flat percentage uplift rather than

dyfarniad cyflog haenog;

- 3% ar gyfer yr holl staff gyda'r gyllideb ar gyfer y lwfans gweithio cartref yn cael ei chyfuno â thâl pensiynadwy;
- Wedi'i ôl-ddyddio hyd at 1 Ebrill 2022, fodd bynnag, byddai'r lwfans gweithio cartref a dalwyd eisoes yn ystod 2022-23 yn cael ei ddebydu oddi wrth yr ôl-daliad;
- Caiff y codiad ei roi ar waith ym mis Gorffennaf;
- Mae asesiad o'r effaith ar gydraddoldeb ar y cynnig hwn wedi'i gynnal a'i rannu â chydweithwyr yr undebau llafur.

Agweddau eraill ynglŷn â'r hawliad cyflog:

- Cadarnhad yn unol â pholisi Adnoddau Dynol, na fydd diswyddo gorfodol pob tro ond yn opsiwn pan fetho popeth arall ar ôl i'r holl gyfleoedd adleoli ac ail-hyfforddi rhesymol eraill gael eu disbyddu;
- Nid ydym yn bwriadu cynnig newidiadau i amser gweithio na hawl i wyliau blynyddol;
- Rydym bellach wedi sicrhau achrediad ffurfiol am dalu'r Cyflog Byw Go lawn.

Nid yw'r undebau wedi derbyn y cynnig cyflog ac ni fyddant yn gofyn i'w haelodau bleidleisio arno. Fodd bynnag, maent wedi ymgynghori â'u haelodau ar ddau opsiwn posibl ar gyfer strwythuro'r dyfarniad. Mae'r cynnig yn adlewyrchu'r opsiwn a ffefrir gan fwyafrif o aelodau'r undeb a ymatebodd.

[Gallwch ganfod y bandiau cyflog wedi'u diweddarau ar yr Hwb.](#)

tiered pay award;

- 3% for all staff with the budget for the homeworking allowance being consolidated with pensionable pay;
- Back dated to 1 April 2022 however the homeworking allowance already paid during 2022-23 would be netted off the back pay;
- The uplift will be implemented in July pay;
- An equality impact assessment on this offer has been undertaken and shared with TU colleagues.

Other aspects of pay claim:

- Confirmation per HR policy, that compulsory redundancy will only ever be an option of last resort after all other reasonable redeployment and re-training opportunities have been exhausted;
- We are not planning to offer changes to working time or annual leave entitlement;
- We have now secured formal accreditation for paying the Real Living Wage.

The unions have not accepted the pay offer and will not be balloting members on it.

However, they have consulted their members on two potential options for structuring the award. The offer reflects the option preferred by a majority of the union members that responded.

[You can find the updated pay bands on the Hub.](#)

