

Reference: IR751

Date issued: 18 August 2020

Pay Award 2020-21

I am writing in response to your request for information below dated 22 June 2020 in which you requested information regarding the pay award for 2020-21.

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

- 1. Please state the effective date (day, month and year) of your organisation's 2020/21 pay review.**
22 July 2020
- 2. If the 2020/21 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 2020/21 pay review.**
All employees.
- 4. Please state the total number of employees covered by the 2020/21 pay review.**
Circa 260.
- 5. Please provide a copy of your 2020/21 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.**

We informed employees by email that a vote of union members had supported the pay offer which was outlined on the Audit Wales intranet as set out in the extract below:

- An increase of 2.5% to all pay points with immediate effect;
- The increase will be backdated to 1 May 2020 (as applicable) for staff in post on 22 July 2020 (the date the offer was made to the unions);
- The Technicians and Work Placements pay band will become a single spot point of £18,570, being the top of the current band plus 2.5%. This will be backdated to 1 May (as applicable) for staff in post on 22 July 2020. The real living wage equivalent is £16,926;
- 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;
- Management and the unions will review the pay deal in January 2021 in the context of any significant changes to the UK

Government public sector pay policy or any significant increases in inflation.

6. Was the latest pay review concluded under the remit of the 2020/21 Civil Service Pay Guidance?

Not applicable.

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

13.4% (structural change within the Work Placement pay band, see response to Q5 above)

8. Please list the current grades and pay rates together with the previous year's grades and rates for the below roles or their equivalents if applicable:

- a) Administrative Assistant (AA)
- b) Administrative Officer (AO)
- c) Executive Officer (EO)
- d) Higher Executive Officer (HEO)
- e) Senior Executive Officer (SEO)
- f) Grade 6
- g) Grade 7

Our pay grades do not transfer into the Civil Service roles above.

Information about our pay scales is available on our website at:

<https://www.audit.wales/jobs/working-us>

9. 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.

10. 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.

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

2% in 2020-21

12. Have any other changes been made to terms and conditions (for example holiday entitlement, sick pay provision and the like) as part of the latest pay review? If yes, please state what they are.

No other changes have been made.

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

Prospect and PCS

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

Steve O'Donoghue, Director of Finance & HR,
steven.o'donoghue@audit.wales

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

Kind regards

Information Officer