



Resolution

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July 2026
FOI_7993

The following information was requested on 23 July 2026:

I am writing to request information under the Freedom of Information Act 2000 regarding the most recently implemented employee pay award within your organisation.

Please provide the following information:

- 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.*

Our Response

Please find below our response to your request for information relating to the most recently implemented employee pay award within NHS Resolution.

1. The percentage pay increase that was implemented for employees under the latest pay award

The most recent pay awards implemented by NHS Resolution were:

- Agenda for Change (AfC) staff: **3.3%** consolidated pay award.
- Executive and Senior Managers (ESMs): **3.0%** consolidated pay award for eligible employees.

2. If different percentage increases were applied to different grades, pay bands, or employee groups, please provide the percentage increase applicable to each

The pay awards applied to different employee groups as follows:

Employee Group	Pay Award
AfC staff	3.3%
ESMs	3.0%

3. The date on which the pay award was formally implemented

Both pay awards were effective from **1 April 2026**.

Implementation dates were:

- AfC staff: payment made through the payroll on **30 April 2026**.
- ESMs: payment will be made through the payroll on **31 July 2026**. The ESM award was approved by NHS Resolution's Remuneration Committee on **10 July 2026**.

4. If the pay award was backdated, please provide:

a) The effective date from which the pay increase was backdated

For both groups, the pay award was effective from **1 April 2026**.

b) The date on which the backdated payment was made to employees

- AfC staff: no backdated payment was required as the award was paid in the **April 2026 payroll**.
- ESMs: backdated arrears covering the period from **1 April 2026** to **30 June 2026** will be paid through the payroll on **31 July 2026**.

This concludes our response to your request.

If you are not satisfied with the service that you have received in response to your information request, it is open to you to make a complaint and request a formal review of our decisions. If you choose to do this, you should write to [Joanne Appleby](#), Deputy Data Protection Officer for NHS Resolution, within 28 days of your receipt of this reply. Reviews of decisions made in relation to information requests are carried out by a person who was not involved in the original decision-making about the request.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a review of the decision. Generally, the Information Commissioner will not make a decision unless you have exhausted the local complaints procedure. The address of the Information Commissioner's Office is:

Wycliffe House
Water Lane

Wilmslow
Cheshire
SK9 5AF

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