



Resolution

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London
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Telephone: 020 7811 2700

November 2018
FOI_3526

The following information was requested on 5 November 2018:

Questions regarding your organisation's 2018/19 pay award.

Our Response

1. Name of the unions signatory to your main collective agreement covering pay and conditions.

UNISON

2. Please state the settlement date of your latest collective pay agreement.

27 June 2018 (Changes to take effect from 1 April 2018)

3. Please state the employee groups covered by the pay agreement.

All staff are covered by agenda for change terms and conditions of service and associated pay agreements with the exception of Executive and Senior Managers (ESMs).

4. Please state the number of employees covered by the agreement.

315

5. Please provide a copy of your latest pay agreement.

NHS Employers link:

<https://www.nhsemployers.org/your-workforce/pay-and-reward/agenda-for-change/pay-and-conditions-circulars>

6. Was the latest pay settlement under the remit of the 2018/19 Civil Service pay guidance?

No.

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

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

The above are civil service pay grades and these are not used by NHS Resolution. The current pay bands and associated scales can be found on the following link:

<https://www.nhsemployers.org/your-workforce/pay-and-reward/agenda-for-change/pay-scales/annual>

The previous year's pay bands and associated scales can be found in annex 3 on the attached link:

<http://www.nhsemployers.org/tchandbook/annex-1-to-3/annex-3-pay-bands-and-pay-point-on-the-second-pay-spint-in-england-from-1-april-2017>

8] Please give details of any individual performance-related increases paid in terms of the percentage of the paybill allocated to fund these awards and please state whether these were consolidated or non-consolidated.

Performance related pay increases are only applicable to our ESMs. The 2018/19 pay award for ESMs in ALBs was only notified to organization on the 31 October 2018. This is still yet to be formally accepted by our Remuneration Committee.

9] Please state the overall paybill increase as a result of the 2018/19 pay settlement (including employer National Insurance and employer pension contributions).

The annual pay bill has increased by £468k per annum as a result of the 2018/19 pay award.

10] Have any other changes been made to terms and conditions as part of the latest pay award?

Full details on the latest terms and conditions of service can again be found on the NHS Employers website:

<http://www.nhsemployers.org/2018contract>

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

Michael Humphris, Head of HR and OD

Michael.humphris@resolution.nhs.uk

12] If an agreement has yet to be reached please state the month in which you anticipate 2018/19 pay increase will be paid.

The pay arrangements for ESMs should be reached in November/December subject to any additional approval required from the Department of Health and Social Care Remuneration Committee.

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 [Tinku Mitra](#), Head of Corporate and Information Governance 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