

FOI RESPONSE ISSUED - 27 JUNE 2022

REQUEST

“Freedom of Information Questions 2022/23

- 1] Please state the effective date (day and month) of your organisation’s 2022/23 pay review.*
- 2] If the 2022/23 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.*
- 3] Please state the employee group/s covered by the 2022/23 pay review.*
- 4] Please state the total number of employees covered by the 2022/23 pay review.*
- 5] Please provide a copy of your 2022/23 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.*
- 6] Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2022/23 pay review excluding the effect of any incremental progression, merit pay or bonuses*.*

** When calculating this figure please bear in mind that employees covered by the Scottish Government’s Public Sector Pay Policy 2022/23 who are paid a salary of £25,000 or less receive a minimum consolidated increase of £775 (both pro rata for part-time employees) as well as the setting of a £10.50 an hour wages floor.*

- 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 rise (where all employees generally receive the same increase irrespective of their individual performance) please state the average percentage increase and whether or not the awards are consolidated.*

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

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

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

OUR RESPONSE TO THE INFORMATION REQUEST UNDER THE 2002 ACT

1] Please state the effective date (day and month) of your organisation's 2022/23 pay review.

1 April 2022.

2] If the 2022/23 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.

Unknown.

3] Please state the employee group/s covered by the 2022/23 pay review.

All employees.

4] Please state the total number of employees covered by the 2022/23 pay review.

Approximately 360.

5] Please provide a copy of your 2022/23 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.

The information requested is not recorded /unavailable.

6] Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2022/23 pay review excluding the effect of any incremental progression, merit pay or bonuses*.

The information requested is not recorded/unavailable.

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 rise (where all employees generally receive the same increase irrespective of their individual performance) please state the average percentage increase and whether or not the awards are consolidated.

The information requested is not recorded/unavailable.

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

The information requested is not recorded/unavailable.

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

GMB.

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

Linda Laughland, Head of HR and OD and contact details are provided.