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**A note on current and previous pay arrangements within the Department**

DCLG’s inherited pay system includes contractually binding “milestone” pay progression over a defined period of time, up to a pay scale maxima. The total cost of this contractual pay progression can vary from year to year depending on how many individuals reach a particular “milestone”.

In 2010-11, 2011-12 and 2013-14, the Department agreed to only pay contractual “milestone” progression increases to staff with eligible service at Administrative Officer to Grade 6 level and made no cost of living awards. In 2013-14 this resulted in over 50% of the organisation receiving no pay increase. No further pay awards were made in these years.

In 2012-13, it was agreed that Administrative Officer to Grade 6 staff below their grade maximum would receive either the greater of a 1% increase or a £400 consolidated pay increase if they were not due a milestone payment in that particular year.

The Department’s Senior Civil Service staff did not receive any pay increase in 2011-12 and 2012-13. In 2013-14 and 2014-15, pay awards averaged 1% for all Department staff at SCS level.

The information in the table below is presented by individual grade and the amount and percentage of each staff member’s annual pay increase is given in pay range format.

They include staff who were employed on paid permanent or fixed-term basis as of 31March 2010, and who are still a part of the Department’s employment liability as of 30 June 2014.

**Pay increases awarded to staff in 2010-11**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Range of pay increase as % 2010-11 | Admin Officer | Executive Officer | Higher Executive Officer | Senior Executive Officer | Grade 7 | Grade 6 |
| 0.1 - 2.4% | 11 | 12 | 18 | 23 | 7 | 3 |
| 2.5 - 4.9% | 1 | 27 | 11 | 20 | 52 | 7 |
| 5.0 - 7.4% |  | 3 | 25 | 17 | 43 | 5 |
| 7.5% + | 2 | 6 | 15 | 11 | 1 |  |

**Pay increases awarded to staff in 2011-12**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Range of pay increase as % 2011-12 | Admin Officer | Executive Officer | Higher Executive Officer | Senior Executive Officer | Grade 7 | Grade 6 |
| 0.1 - 2.4% | 19 | 6 | 11 | 18 | 2 | 2 |
| 2.5 - 4.9% | 2 | 9 | 16 | 11 | 66 | 1 |
| 5.0 - 7.4% |  | 1 | 3 | 14 | 45 | 2 |
| 7.5% + |  | 7 | 11 | 11 | 2 |  |

**Pay increases awarded to staff in 2012-13**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Range of pay increase as % 2012-13 | Admin Officer | Executive Officer | Higher Executive Officer | Senior Executive Officer | Grade 7 | Grade 6 | Senior Civil Servants |
| 0.1 - 2.4% | 8 | 21 | 66 | 50 | 71 | 13 | 32 |
| 2.5 - 4.9% | 10 | 1 | 18 | 4 | 33 | 9 | 6 |
| 5.0 - 7.4% |  | 5 | 9 | 11 | 47 | 5 |  |
| 7.5% + |  | 7 | 10 | 10 | 5 | 2 |  |

**Pay increases awarded to staff in 2013-14**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Range of pay increase as % 2013-14 | Admin Officer | Executive Officer | Higher Executive Officer | Senior Executive Officer | Grade 6 | Grade 7 | Senior Civil Servants |
| 0.1 - 2.4% | 5 | 2 | 15 | 18 | 2 | 2 | 27 |
| 2.5 - 4.9% | 9 | 9 | 6 | 3 | 10 | 39 | 5 |
| 5.0 - 7.4% |  | 6 | 4 | 2 | 4 | 51 |  |
| 7.5% + |  | 3 | 27 | 15 | 2 | 2 |  |