

## 2011 Pay Award

Aimed at	All staff in Pay Bands 1- 7 to receive an individual copy
Issue Date	6 <sup>th</sup> October 2011
Contacts	Richard Williamson (0131-314-6415)
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### Purpose

1. This notice provides information about the **2011 Pay Award**.

### Background

2. Pay Notice 6, 2008 (issued in January 2009) described the 3-year pay award for staff in pay bands 1 to 7, the last stage of which was implemented in October 2010.
3. Following a meeting with the Trade Unions to discuss the constraints imposed by the Government's current public sector pay policy and how the FC intends to implement that policy, management improved its initial offer based on suggestions proposed by the Unions. However, the Unions have now informed management that as the offer is in effect a Government imposed public sector pay freeze with which FC is complying, they do not see any value in further engagement. Consequently they see no useful purpose in balloting their members on it.
4. The Executive Board considered its options on 4<sup>th</sup> October and has decided to implement our final offer. We have written to the Unions to inform them of this decision.

### Implementation

5. The 2011 Pay Award covers the period 1<sup>st</sup> October 2011 to 30<sup>th</sup> September 2012.
6. The pay band changes outlined below will be effective from 1<sup>st</sup> October and will be paid in end of November payroll. The Annex shows the new pay scales as a result of this year's pay award.

### Action

7. Managers are asked to ensure that employees who do not have access to an email account are provided with a paper copy of this notice as quickly as possible.
8. Managers are also asked to ensure that this notice is passed to any work agencies that are currently supplying temporary agency workers to the FC so that equal treatment in relation to pay can be maintained.

**Jean Lindsay**

**Director HR**

**6<sup>th</sup> October 2011**

## 2011 Pay Award

### Background

1. The 2011 pay award is set in the context of the Government's 2-year public sector pay freeze for staff earning more than £ 21,000, which was announced in the 2010 Emergency Budget. The Government has decided that staff who earn less than £ 21,000 (on a full-time equivalent basis) are to receive a pay award of at least £ 250.

### Increases to Pay Bands

2. The following changes to the pay bands will be effective from 1<sup>st</sup> October 2011:

Both the steps in PB6b and PB7 will increase by £ 300;

The bottom 2 steps in PB6a and PB6a(Op) will also increase by £ 300.

The increase to the PB6a(Op) steps is to maintain the link with the equivalent non-operational pay band.

The pay scales which result from this award are shown in the Annex to this Notice.

3. As at present, people working part time hours will receive a pro-rata salary based on their contractual hours of work. Part time staff who qualify for a salary increase as outlined above will receive the full £300, by topping up their pro-rata consolidated increase with a pensionable, non-consolidated 'top-up' lump sum equivalent to the difference between their pro-rata salary increase and £ 300 (eg someone who works 7 hours per week will receive a lump sum of £243.24, someone who works 18.5 hours per week will receive £150 and someone who works 30 hours per week will receive £56.76).

### Other Pay Elements

4. There will be no pay progression during the pay freeze, including those staff who complete their probation on or after 1<sup>st</sup> October 2011.

5. There will be no 'top-up' lump sum to those employees who are on their pay band maximum.

6. There will be no changes to overtime rates, allowances or annual leave during the pay freeze.

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## Annex: Pay Band Minima, Maxima and Intermediate Steps

### Pay Band 7

2010/11 Salary Range		2011/12 Salary Range	
Max	15,677	Max	15,977
Min	14,449	Min	14,749

### Pay Band 6b

2010/11 Salary Range		2011/12 Salary Range	
Max	19,580	Max	19,880
Min	18,145	Min	18,445

### Pay Band 6a

2010/11 Salary Range		2011/12 Salary Range	
Max	23,777	Max	23,777
2	21,933	2	21,933
1	20,853	1	21,153
Min	20,023	Min	20,323

### Pay Band 6a [Op]

2010/11 Salary Range		2011/12 Salary Range	
Max	27,912	Max	27,912
2	25,807	2	25,807
1	24,516	1	24,816
Min	23,519	Min	23,819

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## Pay Band 5

2010/11 Salary Range		2011/12 Salary Range	
Max	27,092	Max	27,092
2	24,979	2	24,979
1	23,720	1	23,720
Min	22,883	Min	22,883

## Pay Band 5 [Op]

2010/11 Salary Range		2011/12 Salary Range	
Max	31,807	Max	31,807
2	29,345	2	29,345
1	27,897	1	27,897
Min	26,889	Min	26,889

## Pay Band 4

2010/11 Salary Range		2011/12 Salary Range	
Max	34,997	Max	34,997
2	33,219	2	33,219
1	31,612	1	31,612
Min	30,381	Min	30,381

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## Pay Band 3

2010/11 Salary Range		2011/12 Salary Range	
Max	42,386	Max	42,386
2	40,015	2	40,015
1	38,104	1	38,104
Min	36,643	Min	36,643

## Pay Band 2

2010/11 Salary Range		2011/12 Salary Range	
Max	53,637	Max	53,637
2	49,978	2	49,978
1	47,257	1	47,257
Min	45,350	Min	45,350

## Pay Band 1

2010/11 Salary Range		2011/12 Salary Range	
Max	65,898	Max	65,898
2	61,319	2	61,319
1	58,015	1	58,015
Min	55,706	Min	55,706