

Reference: IR801

Date issued: 14 December 2021

2021/22 Pay Settlement

I am writing in response to your request for information dated 16 November 2021 in which you requested information regarding pay review/settlement for 2021.

For ease of reference, I have reproduced your questions below in bold and set out our corresponding responses:

Freedom of Information Questions

- 1. Please state the effective date (day and month) of your organisation's 2021/22 pay review.**

01/04/2021.

- 2. If the 2021/22 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.**

n/a

- 3. Please state the employee group/s covered by the 2021/22 pay review.**

This applies to all staff in post on 14 October 2021.

- 4. Please state the total number of employees covered by the 2021/22 pay review.**

295.

- 5. Please provide a copy of your 2021/22 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.**

Please see attachment.

6. Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2021/22 pay review* excluding the effect of any incremental progression, merit pay or bonuses.

*** When calculating this figure please bear in mind that, if applicable, employees covered by the Civil Service Pay Remit Guidance 2021/22 who are paid less than the full-time equivalent (FTE) salary of £24,000 receive the greater of a FTE £250 consolidated basic pay rise or an increase taking them up to the National Living Wage of £8.91 an hour. £800.00 (4.3%).**

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 rises (where all employees generally receive the same increase irrespective of their individual performance) please state the percentage of the paybill allocated to fund these awards, the range of increases and whether or not the awards are consolidated.

n/a

8. If any employees were eligible for individual performance-related payments or bonuses over and above the general pay rise please state the range of increases (either as a percentage of their base salary or a cash amount as applicable), whether or not they were consolidated into basic pay and please state the overall % of the paybill allocated to fund these awards.

n/a

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

The increase forecast currently represents a 1.26% increase in the 21/22 paybill.

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

PCS and Prospect

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

Kevin Thomas, Executive Director for Corporate Services.

Who can be contacted by the following methods:

Telephone: 029 2032 0500

Email: info@audit.wales

Post:

Kevin Thomas

Audit Wales

24 Cathedral Road

Cardiff

CF11 9LJ

If you have any queries, or questions about my handling of your request, please do not hesitate to contact me.

Yours sincerely,

Information Officer

Start each appendix on a new blank page – click **insert > page break**.

If you want to insert a landscape page, use the **branded_document_landscape_template**.

Appendix 1 – title (heading 2)

Heading 3

Heading 4

Appendix text

- Appendix bullet
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From: [REDACTED]
Sent: 02 November 2021 15:38
To: DG-WAO Everyone
Subject: Cynnig Cyflog | Pay deal 2021-22

Importance: High

Annwyl Gydweithiwr

Yn dilyn fy e-bost 21 Hydref, mae'n bleser gennyf ddweud bod yr Undebau Llafur wedi ymgynghori â'u haelodau ac maent wedi penderfynu cydnabod cynnig cyflog eleni yn hytrach na chynnal pleidlais arno. Mae hyn yn golygu y bydd y codiad cyflog a nodir isod yn cael ei ôl-ddyddio i fis Ebrill 2021 (neu o'r dyddiad penodi os ar ôl 1 Ebrill 2021) ar gyfer staff yn eu swyddi ar 14 Hydref 2021 (y dyddiad y gwnaed y cynnig i'r Undebau Llafur). Caiff y cynnydd ei weithredu yng nghyflwr mis Tachwedd.

- Codiad isafswm o £800 i'r holl staff sy'n ennill hyd at £25,220 y flwyddyn, a fydd yn cynnwys hyfforddeion ar gam 4 o'u graddfa gyflog;
- Codiad cyflog o 2% i'r holl staff sy'n ennill rhwng £25,220 y flwyddyn a £40,000 y flwyddyn;
- Codiad cyflog o 1% i staff sy'n ennill rhwng £40,000 y flwyddyn a £80,000 y flwyddyn; a
- Chynnydd o £800 i staff sy'n ennill dros £80,000 y cant.

Gallwch ddod o hyd i'r bandiau cyflog wedi'u diweddarau ar [Yr Hwb](#).

Yn ogystal, mae'r graddfeydd cyflog ar gyfer hyfforddeion a fydd yn cael eu gweithredu ar gyfer hyfforddeion newydd o fis Ebrill 2022 hefyd wedi'u cytuno gyda'r Undebau Llafur a gellir eu gweld yn y ddogfen ar Yr Hwb.

Dear Colleague

Further to my email of 21 October, I am pleased to advise that the Trade Unions have consulted with their members and they have decided to acknowledge rather than ballot on this year's pay offer. This means that the pay uplift set out below will be backdated to April 2021 (or from date of appointment if after 1 April 2021) for staff in post on 14 October 2021 (the date the offer was made to the Trade Unions). The uplift will be implemented in November pay.

- £800 minimum uplift for all staff earning up to £25,220 p.a., which will include trainees on step 4 of their pay scale;
- 2% pay uplift for all staff earning between £25,220 p.a. and £40,000 p.a.;
- 1% pay uplift for staff earning between £40,000 p.a. and £80,000 p.a.; and
- £800 maximum uplift for staff earning over £80,000 p.a.

You can find the updated pay bands on [The Hub](#).

In addition, the trainee pay scales that will be implemented for new trainees from April 2022 have also been agreed with the Trade Unions and can be found within the document on The Hub.

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