

HAVE YOU RECEIVED THE CORRECT PAY RISE?

For All those staff who have been downgraded with the Protection of Pay and Allowances, this newsletter attempts to explain what the minimum pay increase you should receive in April 2008.

Full details of this policy can be found in the Peoples Policies and Practices manual section 1.20

For staff who are below the 100% rate for the new salary scales

Those staff who have a 'met expectations' will be managed in line with the new scales and managed to the 100% rate. Staff who have an 'exceeded' or 'outstanding', can expect to progress beyond 100%.

For staff who are above the 100% rate for the new salary scale

Those staff who have a 'met expectations' they will be managed at their existing level with a pay increase of no less than the market movement for their old Band 7. For 2008 this was 3.03%.

This protection lasts for a period of 3 years. So if staff have met expectations in 2008 and 2009 they will receive the market movement for the Band 7, in 2009 and 2010.

For staff who are above the 100% rate for the new salary scale and have an 'exceeded' or 'outstanding' rating.

These staff will receive no less than the market movement for their old Band 7 which was 3.03% in 2008. Any amount above this will be discretionary depending on where they were in relation to their old market zone.

For staff who are above the 120% of the old Band 7

These staff can expect to receive 3.03% as long as they are at least 'met' expectation.

For those staff on effective levels with PPA

Staff that were previously on Effective Levels and have been read across to the new pay structure under PPA would have been reviewed against the local market and local market movement appropriate to their site and previous banding.

What is the market movement for a Band 6 with Protection of Pay and Allowances?

The market movement for a Band 6 for 2008 is 3.10%.

What staff should do if they have not received this minimum increase in Pay 2008?

Staff should obtain the rationale for the increase they have received and then you are advised to ring the Unite helpline on 08081 449595 for further advice.

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Join Unite – Amicus Section today for the unbeatable amount of £5.77 per month for full time staff or £3.17 for part time staff, in addition you will receive the first three months membership completely free.