

Reference: IR744

Date issued: 29 June 2020

Pay Award 2020-21

I am writing in response to your request for information below dated 22 June 2020 in which you requested information regarding the pay award for 2020-21.

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

- 1. Please state the effective date (day, month and year) of your organisation's 2020/21 pay review.**
We have not completed a pay review.
- 2. If the 2020/21 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.**
We anticipate finalising a review in July.
- 3. Please state the employee group/s covered by the 2020/21 pay review.**
All employees.
- 4. Please state the total number of employees covered by the 2020/21 pay review.**
Circa 260.
- 5. Please provide a copy of your 2020/21 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.**
We do not hold information matching this description – review not completed.
- 6. Was the latest pay review concluded under the remit of the 2020/21 Civil Service Pay Guidance?**
Not applicable.
- 7. Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the latest pay review, excluding the effect of any incremental rises, merit pay and bonuses.**
We do not hold information matching this description – review not completed.
- 8. Please list the current grades and pay rates together with the previous year's grades and rates for the below roles or their equivalents if applicable:**
 - a) Administrative Assistant (AA)**

- b) **Administrative Officer (AO)**
- c) **Executive Officer (EO)**
- d) **Higher Executive Officer (HEO)**
- e) **Senior Executive Officer (SEO)**
- f) **Grade 6**
- g) **Grade 7**

Our pay grades do not transfer into the Civil Service roles above.

Information about our current pay scales is available on our website at:

<https://www.audit.wales/jobs/working-us>

9. **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.**
Not applicable.
10. **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.**
Not applicable.
11. **Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.**
We do not hold information matching this description – review not completed.
12. **Have any other changes been made to terms and conditions (for example holiday entitlement, sick pay provision and the like) as part of the latest pay review? If yes, please state what they are.**
We do not hold information matching this description – review not completed.
13. **Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.**
Prospect and PCS
14. **Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.**
Steve O'Donoghue, Director of Finance & HR,
steven.o'donoghue@audit.wales

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

Kind regards
Information Officer