

## Current salary bands

12 December 2013

Further to my email of 6 December 2013, I am now in a position to respond to your request for information of 2 December 2013:

1. current salary (as from 1/4/13) bands for all grades of WAO staff, including their target pay and maximum pay

Please see the attached document.

2. details of the pay award from 1/4/13

- Consolidation of the £150 payment made in 2012 to staff on Band 1 and audit technician trainees into the pay ranges;
  - The continued payment of pay increments in line with the previous pay agreement resulting in increases averaging 4.43% for eligible staff, within a range between 7.89% (Trainees) to 3.51% (Directors). Increases to the target rate for each pay point by 1.07%;
  - One off non-pensionable lump sum payment of £400 to all permanent employees buying staff out of their entitlement to the broadband reimbursement scheme.
3. the % breakdown of performance marks within each main grade - for the most recent reporting period for which marks are known

The Performance Appraisal Scheme system does not operate a mark system but does recognise staff under the following criteria - met objectives/not met objectives. Of the staff provided with an appraisal as at 31 March 2013 100% of staff received "met objectives" and were therefore subject to an incremental uplift effective 1 April 2013.

4. details of any car leasing, travel allowance scheme, or any other financial benefits other than salary or pension

- All staff who work within the Financial Audit or Performance Audit areas and are classed as mobile are eligible to receive either a lease car or transport allowance, subject to their car meeting the eligibility criteria of the scheme. The eligibility criteria is a car less than 7 years old, CO2 emissions lower than 130g, registered in their own name. Transport allowance is paid at salary bands 3-6 and trainees - £4,400 per annum and salary bands 7-11 - £5,160 per annum
- Buying or selling up to five days annual leave on the anniversary of their leave year
- Childcare vouchers (this provides a tax efficient method of paying for a variety of forms of childcare provision). The maximum value allowable each year is £2,916 per annum
- Cycle to work loan scheme - staff not eligible to receive a lease car or transport allowance can apply for an interest free loan of up to £1,000 to purchase a bike for commuting to work
- The Wales Audit Office pays professional subscriptions that are recognised as necessary for the business. These are restricted to one membership per employee
- The Wales Audit Office also provides the Employee Assistance Programme, a confidential, free-phone service available to all Wales Audit Office staff any time, day or night, on any day of the year, covering:
  - General information and Citizens' Advice services (anything from consumer - issues to education or residency advice)
  - Financial advice

- Legal advice
- Child and dependent care information
- Counselling, both on the telephone and face-to-face

I have not applied any exemptions, however if you wish to complain about my handling of your request, please email or write to me.

If you have any queries, please do not hesitate to contact me.

Yours sincerely

Ian Phillips