



**Date issued:** 15 October 2018

## Annual Pay Increase

I am writing in response to your request for information below dated 10 October 2018 in which you requested information regarding the Wales Audit Office annual pay increase this year and last year.

Pay negotiations, and subsequent agreements, have not been conducted annually for 2017-18 and 2018-19, but relate to two two-year periods, 2016-17 & 2017-18 and 2018/19 & 2018-19, respectively. For your information, the Wales Audit Office Board's pay strategy has been to align with wider public sector pay policy for an average 1% increase per annum across years.

Information regarding the pay increases for the two two-year periods is outlined below.

### **2016/17 & 2017-18**

The following 2-year agreement regarding pay was implemented:

- A 1.5% uplift applied to all pay bands (save for pre 2016 audit trainees) effective from 1 April 2016;
- Removal of point 0 of Pay Bands 2-7 and A-C effective from 1 April 2017;
- For Pay Bands 1-7 only, from 1 April 2017:
  - 0.5% uplift to the bottom point and the Target Rate
  - Equalisation of all steps between incremental points;
- From 1 April 2017, an uplift of 0.5% for all incremental points for Technician, Audit Trainee and Director bands.
- The pay band for pre-2016 Audit Trainees was increased in line with the main pay offer, being 1.5% from April 2016 and 0.5% from April 2017.

### **2018/19 & 2019-20**

The following 2 year agreement regarding pay applies from 01 April 2018.

	<b>Year 1 increase 1 April 2018</b>	<b>Year 2 increase 1 April 2019</b>	<b>Other pay points within the Pay Band, effective 1 April.</b>
Pay Band 1	£800	£400	First point of Pay Band removed, to become a 3-point Pay Band. No increase to revised first point of Pay Band in both years. Third point adjusted to equalise steps between points in both years.
Pay Bands 2-7	2.0%	0.6%	First point of Pay Bands removed to become 4-point Pay Bands. No increase to revised first point of Pay Bands in both years. All other pay points adjusted to equalise steps in both years.
Pay Band C	2.0%	0.6%	No removal of pay points, so remaining a 6-point Pay Band. No increase to first point of Pay Band in both years. All other pay points adjusted to equalise steps in both years.
Pay Bands B-A	2.0%	0.6%	First point of Pay Bands removed to become 6-point Pay Bands, to align with Pay Band C. No increase to revised first point of Pay Bands in both years. All other pay points adjusted to equalise steps in both years.

Graduate Trainee Pay Bands - the top point of the Trainees' Pay Bands becomes the same as the bottom point of Pay Band 3. All other pay points in the Trainees' Pay Bands increase by 1% in year 1 and 1% in year 2;

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

Yours sincerely  
Information Officer