

Digest of Questions and Answers Relating to the 2008 – 2010 Pay Agreement

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1. Revised Pay Spines and Points

Attached at Appendix A.

2. Eligibility – Basic Pay Increases

2.1. **What happens if an employee is on long term sickness absence and is receiving 50% or Nil pay?**

Payment is pro-rata accordingly, that is for periods of pay at 50% people will receive 50% of the full payment. People on Nil pay will not receive any payment for the period of Nil pay.

2.2. **Is the payment pro-rata for people that work less than full time hours?**

Yes.

2.3. **Does this payment apply to Sessional staff?**

No.

2.4. **What happens if someone has changed their working hours in the period between 1 April 2008 and 30 September 2008?**

Payments will be pro-rata, for the relevant periods, according to the hours worked weekly in each period. Thus, if a person works 20hours a week until 30 June 2008 and then works 30 hours from 1 July 2008, he/she will be paid according to the contracted weekly hours for each period. For calculation of the lump sum, please see Section 4.

2.5. **What happens if a person has moved from one Probation Board/ Trust to another?**

The Board/ Trust currently employing the person will be responsible for all calculations and payments for the period that the person has been employed by the Board/ Trust. Employees will need to apply directly to a former Board/ Trust if he/ she believes that he/ she is owed any payments.

2.6. **What happens to people on protected pay following 2005/6 Pay Modernisation?**

Pay Protection ends on 31 March 2009. The increase applies to Substantive Pay, not the Mark Time Protected pay. Therefore, Mark Time Protected pay stays the same and the amount of the Protected element is reduced as the Substantive Pay is increased e.g.

Mark Time Protected pay	= £25,000pa
Protected element	= £3,000pa
Substantive Pay	= £22,000pa

After implementation:-

Mark Time Protected pay	= £25,000pa
Protected element	= £2,560pa
Substantive Pay	= £22,440pa

2.7. **If someone is acting on higher duties, will payment be based on the temporary role or the substantive role?**

The person will progress on his/ her substantive role and the payment for acting will be re-calculated as necessary.

3. Progression from 1 October 2008

Employees on the maxima of their Pay Bands will not receive progression

3.1. What happens if someone has changed jobs in the period 31 March 2008 and 1 October 2008?

Normal progression rules apply.

3.2. What happens where a person does not have 6 months' qualifying service on a Pay Point in a Pay Band on 1 October 2008?

He/ she will not be eligible for progression until he/ she has completed 6 months' service. When the person has completed 6 months' qualifying service on a Pay Point in a Pay Band, he or she will progress from the minimum in place prior to 1 October 2008. Therefore, if a person has 6 months' qualifying service on a Pay Point in a Pay Band on, for example, 1 December 2008 and was appointed on Point SC11, he/ she will move to Point SC14 on 1 December 2008. Normal progression rules will apply thereafter [i.e. 1 October 2009].

3.3. What happens where a person does not have 6 months' qualifying service on a Pay Point on 1 October 2009?

He/ she will not be eligible for progression until he/ she has completed 6 months' service. When the person has completed 6 months' qualifying service on a Pay Point, he or she will progress from the minimum in place prior to 1 October 2009. Therefore, if a person has 6 months' qualifying service on a Pay Point on, for example, 1 December 2009 and was appointed on Point SC25 he/ she will move to Point SC28 on 1 December 2009. Normal progression rules apply thereafter [i.e. 1 October 2010].

3.4. What happens if an employee completes 6 months' qualifying service during the period 1 April 2008 to 30 September 2008?

No progression will take place until 1 October 2008.

4. Calculation of the lump sum compensation payment for the moving of the progression date

4.1. As a general principle, all employees who would have received progression on 1 April 2008 would receive a lump sum payment which is unconsolidated and non-pensionable in compensation for the moving of the progression date from 1 April to 1 October.

Where employees are at the maximum of their pay range on 31 March 2008, they will not receive a payment as no progression was due on 1 April 2008. This payment is paid in total with any necessary abatement as identified in Para. 2.1. above. The payment is calculated on the basis of 6 months delay to the progression that would have taken place on 1 April 2008.

To calculate the lump sum:-

[a] Identify the pay rate applicable for the employee on 31 March 2008.

[b] Identify the progression that the employee would have received on 1 April 2008.

[c] Divide this payment by 2. This will be either 1.0% or 1.5% of the salary at [a].

4.2. What happens where an employee does not have 6 months' qualifying service on 1 April 2008?

It will be necessary to calculate the date between 1 April 2008 and 30 September 2008 when the individual would have progressed under the former rule. Calculate the lump sum as shown at Para. 4.1. and abate for the period for which progression was not due. For example, an employee would normally have progressed on 1 August 2008, therefore the lump sum should be abated for 4 months and only one third of the calculation at Para. 4.1. will be paid.

5. Performance Related Pay

The arrangements for this remain unchanged i.e. the last payment for this scheme will be in respect of the period 1 April 2008 to 31 March 2009. Refer to SCCOG Circular 2/2006 page 4.

6. Allowances

Revised rates will be issued shortly.

Annex A

Band A					
	1/4/2007	1/4/2008	1/10/2008	1/4/2009	1/10/2009
	£'spa	£'spa	£'spa	£'spa	£'spa
SC7 Min	40668	41481	41481	42435	42435
SC8	41074	41895	41895	42859	42859
SC9	41487	42317	42317	43290	43290
SC10	41905	42743	42743	43726	43726
SC11	42327	43174	43174	44167	44167
SC12	42752	43607	43607	44610	44610
SC13	43178	44042	44042	45055	45055
SC14	43615	44487	44487	45510	45510
SC15	44053	44934	44934	45967	45967
SC16	44500	45390	45390	46434	46434
SC17	44938	45837	45837	46891	46891
SC18	45398	46306	46306	47371	47371
SC19	45849	46766	46766	47842	47842
SC20 DP	46312	47238	47238	48324	48324
SC21	46772	47707	47707	48804	48804
SC22	47241	48186	48186	49294	49294
SC23	47707	48661	48661	49780	49780
SC24	48187	49151	49151	50281	50281
SC25	48666	49639	49639	50781	50781
SC26	49151	50134	50134	51287	51287
SC27	49643	50636	50636	51801	51801
SC28 Max	50144	51147	51147	52323	52323
Band B					
	1/4/2007	1/4/2008	1/10/2008	1/4/2009	1/10/2009
	£'spa	£'spa	£'spa	£'spa	£'spa
SC22 Min	47241	48186	48186	49294	49294
SC23	47707	48661	48661	49780	49780
SC24	48187	49151	49151	50281	50281
SC25	48666	49639	49639	50781	50781
SC26	49151	50134	50134	51287	51287
SC27	49643	50636	50636	51801	51801
SC28	50144	51147	51147	52323	52323
SC29	50639	51652	51652	52840	52840
SC30	51146	52169	52169	53369	53369
SC31	51660	52693	52693	53905	53905
SC32	52171	53214	53214	54438	54438
SC33	52704	53758	53758	54994	54994
SC34	53227	54292	54292	55541	55541
SC35	53760	54835	54835	56096	56096
SC36	54293	55379	55379	56653	56653
SC37	54842	55939	55939	57226	57226
SC38 DP	55391	56499	56499	57798	57798
SC39	55936	57055	57055	58367	58367
SC40	56507	57637	57637	58963	58963
SC41	57062	58203	58203	59542	59542
SC42	57640	58793	58793	60145	60145
SC43	58220	59384	59384	60750	60750
SC44	58798	59974	59974	61353	61353
SC45	59388	60576	60576	61969	61969
SC46 Max	59981	61181	61181	62588	62588

Band C					
	1/4/2007	1/4/2008	1/10/2008	1/4/2009	1/10/2009
	£'spa	£'spa	£'spa	£'spa	£'spa
SC35 Min	53760	54835	54835	56096	56096
SC36	54293	55379	55379	56653	56653
SC37	54842	55939	55939	57226	57226
SC38	55391	56499	56499	57798	57798
SC39	55936	57055	57055	58367	58367
SC40	56507	57637	57637	58963	58963
SC41	57062	58203	58203	59542	59542
SC42	57640	58793	58793	60145	60145
SC43	58220	59384	59384	60750	60750
SC44	58798	59974	59974	61353	61353
SC45	59388	60576	60576	61969	61969
SC46	59981	61181	61181	62588	62588
SC47	60580	61792	61792	63213	63213
SC48	61180	62404	62404	63839	63839
SC49	61802	63038	63038	64488	64488
SC50 DP	62411	63659	63659	65123	65123
SC51	63042	64303	64303	65782	65782
SC52	63661	64934	64934	66427	66427
SC53	64302	65588	65588	67097	67097
SC54	64942	66241	66241	67765	67765
SC55	65599	66911	66911	68450	68450
SC56	66256	67581	67581	69135	69135
SC57	66912	68250	68250	69820	69820
SC58	67585	68937	68937	70523	70523
SC59 Max	68261	69626	69626	71227	71227

Band D					
	1/4/2007	1/4/2008	1/10/2008	1/4/2009	1/10/2009
	£'spa	£'spa	£'spa	£'spa	£'spa
SC52 Min	63661	64934	64934	66427	66427
SC53	64302	65588	65588	67097	67097
SC54	64942	66241	66241	67765	67765
SC55	65599	66911	66911	68450	68450
SC56	66256	67581	67581	69135	69135
SC57	66912	68250	68250	69820	69820
SC58	67585	68937	68937	70523	70523
SC59	68261	69626	69626	71227	71227
SC60	68939	70318	70318	71935	71935
SC61	69637	71030	71030	72664	72664
SC62	70332	71739	71739	73389	73389
SC63	71033	72454	72454	74120	74120
SC64	71744	73179	73179	74862	74862
SC65	72461	73910	73910	75610	75610
SC66	73181	74645	74645	76362	76362
SC67	73917	75395	75395	77129	77129
SC68	74653	76146	76146	77897	77897
SC69 DP	75408	76916	76916	78685	78685
SC70	76150	77673	77673	79459	79459
SC71	76914	78452	78452	80256	80256
SC72	77679	79233	79233	81055	81055
SC73	78459	80028	80028	81869	81869
SC74	79246	80831	80831	82690	82690
SC75	80042	81643	81643	83521	83521
SC76	80838	82455	82455	84351	84351
SC77	81647	83280	83280	85195	85195
SC78	82466	84115	84115	86050	86050
SC79 Max	83294	84960	84960	86914	86914