From: FOI
To: [redacted]
Subject: FOI 079-22 - Response
Date: 26 October 2022 09:36:10
Attachments: 2022 Pay settlement.pdf

Dear [redacted],

Our Ref: FOI-079-22

Thank you for your email to the Electoral Commission dated 10 October 2022.

The Commission aims to respond to requests for information promptly and has done so within the statutory timeframe of twenty working days.

Your request is shown below followed by our response.

1] Please state the effective date (day and month) of your organisation's 2022 pay review.

2] If the 2022 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.

3] Please state the employee group/s covered by the 2022 pay review.

4] Please state the total number of employees covered by the 2022 pay review.

5] Please provide a copy of your 2022 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.

6] Please state the % consolidated basic pay rise received by the lowest-paid adult employee as a result of the 2022 pay review excluding the effect of any incremental progression, merit pay or bonuses.

7] 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 rise (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 average increase and whether or not the awards are consolidated.

8] If any employees were eligible for one-off individual performance-related payments or bonuses over and above the general pay rise please state the range of awards (either as a percentage of their base salary or a cash amount as applicable) and the overall % of the paybill allocated to fund them.

9] Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.

10]. Please state the name of the union/unions party to your main collective

agreement covering pay and conditions if there are collective negotiations.

11] Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.

Our response is as follows:

We hold the information you have requested.

1] Please state the effective date (day and month) of your organisation's 2022 pay review.

April 2022

2] If the 2022 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.

N/A

3] Please state the employee group/s covered by the 2022 pay review.

The 2022 pay review covers all employees.

4] Please state the total number of employees covered by the 2022 pay review.

176 employees

5] Please provide a copy of your 2022 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.

An All staff email was issued by the Chief Executive – copy attached.

6] Please state the % consolidated basic pay rise received by the lowest-paid adult employee as a result of the 2022 pay review excluding the effect of any incremental progression, merit pay or bonuses.

The across-the-board increase was 4% however the award included a guaranteed underpin of £15 per hour and so the pay increase for the lowest paid was 15.275%. This was applied to less than 5 employees. In addition employees received a one-off payment of £1,000 (pro rata).

7] 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 rise (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 average increase and whether or not the awards are consolidated.

N/A

8] If any employees were eligible for one-off individual performance-related payments or bonuses over and above the general pay rise please state the range

of awards (either as a percentage of their base salary or a cash amount as applicable) and the overall % of the paybill allocated to fund them.

N/A

9] Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.

The overall pay bill increase (including the one off payment) was 4.8%.

10]. Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.

The Public and Commercial Services Union.

11] Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.

Shaun McNally CBE, Chief Executive.

The Commission strives to be an open, transparent authority and I trust that this information satisfies your request.

If you are not satisfied with this response, please note that the Commission operates a review procedure, details of which can be found on the Commission website at: https://www.electoralcommission.org.uk/freedom-information/make-a-freedom-information-request.

Please also note that if you have exhausted all internal Commission review procedures and you are still not satisfied you have the right to appeal to the Information Commissioner. Details of this procedure can be found on the ICO website: https://ico.org.uk/.

Yours sincerely

Information Officer
FOI@electoralcommission.org.uk

The Electoral Commission
electoralcommission.org.uk

From: Shaun McNally
To: All EC Staff - All Sites
Subject: Pay settlement
Date: 05 September 2022 08:44:52

Good morning

I hope you all had a good weekend.

You will be aware that discussions have been underway about this year's pay settlement, and I can now update you on what this will mean for you. I can confirm that a 4% pay award, backdated to 1 April, will be paid in salaries at the end of September.

I am acutely aware of the financial pressures everyone is experiencing, which are expected to increase over the coming months, and that this settlement goes only part way to addressing that. The Commission is required in law to pay due regard to pay settlements across the public sector, wider Civil Service and the House of Commons. Whilst awards in excess of 4% have been made in some of our UK public services, these are not as straightforward as they seem; they have been linked to further efficiency savings. In essence those bodies must reduce costs to fund the award this year and in future years.

I agreed with the Board to go to the maximum increase permissible, which is 4%. Ideally, I would have liked to have been able to agree this with the trade union, but this has not been possible. I have now met with PCS representatives on two occasions, and I welcome the approach they have taken to discussions. But the National Executive is seeking an increase of 10%, and for the above reasons this is not possible. I have therefore taken the decision to implement the award without that agreement.

I am also taking a number of additional steps in order to help alleviate the impact of the increase in living costs. Firstly, a one off non pensionable payment (otherwise known as a non-consolidated award) of £1,000 (pro-rata for part time) will be paid to each member of staff at the end of October.

Secondly, we will also be increasing the homeworkers' allowance, and travel and subsistence rates in line with the Retail Price Index. And furthermore, I did agree with the trade union that we will ensure no one employed by the Commission would receive less than £15 per hour after the 4% pay award has been actioned.

We will keep this under review, the Board is aware of the impact of inflationary pressures but also mindful of the legal constraints. I will continue to work with you and trade union representatives over the coming months to ensure we are able to respond and help with the financial pressures we are all facing.

I hope you have a good week.

Kind regards,

Shaun

Shaun McNally CBE (he/him)
Chief Executive

The Electoral Commission
020 7271 0605
electoralcommission.org.uk