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Barry Hutchinson, RCN  
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Rose Willis, Prospect  
Mary Doolin, PCS  
18 August 2023

Dear TU Colleagues,

Further to our meeting earlier this week, I am writing to summarise the pay offer and outline next steps. Firstly though, I would like to thank you for the pragmatic and constructive way you have worked with us over the last few weeks.

### **Introduction**

I am writing to confirm that we have received ministerial approval for our pay award submission for 2023/2024.

As you know, we had hoped to be able to make changes to our pay scheme this year via a pay flexibility business case. However, as we discussed in our pay negotiations, now is not the right time to progress this. This is in part due to the pressure on this year's budget because of the additional non-consolidated payment which created an unexpected increase in our pay bill this year of in excess of £5m and because we were not optimistic it would be signed off in a reasonable timescale, if at all, given amongst other things the economic climate. We feel it is important to make a pay award to colleagues as soon as possible.

We retain our ambition to address elements of our current pay structure, potentially via a future business case. As we discussed, we remain committed to working collaboratively with you on pay and reward, and on any future submission.

### **Scope**

I can therefore confirm that having now received approval from the Secretary of State we intend to make the pay award in line with the Civil Service Pay Remit Guidance for 2023/2024.

The terms of the guidance allow us to make average pay awards of up to 4.5%, and to make awards up to an additional 0.5%, to be targeted at lower pay bands.

We have received approval to make a pay award as follows:

Grades A, B and C – 4.5%  
Grades D, E and F – 6%

Our aim is to make awards in salaries on 19th October 2023, to allow time for you to consult with your membership. Awards will be backdated to 1st September 2023, and will apply to staff in post on 1st September 2023 only. Exceptions will not be made to this eligibility date.

We have also received approval to uplift main allowances (Homeworking Allowance, Occupational Car User Allowance, London Allowance) by 4.5%. Changes to these allowances would be made from 1st October 2023 and would be backdated to 1st September 2023.

Furthermore, we intend to apply a revalorisation of salary scales, including scale minima and maxima by the following percentages:

Grades A, B and C – 4.5%

Grades D, E and F – 6%

Following revalorisation, where an award takes anyone's salary above the band maximum, the increase will be applied as a consolidated increase up to the band maximum and the remainder of the increase will be paid as a non-consolidated payment, made over 12 equal instalments.

### **Pay Claim**

In summary, we have maximised the amount available to us. However, this does not extend to agreeing to the points in the pay claim requesting consolidated pay increases in excess of RPI for all staff and increasing allowances by 100% or in excess of RPI as these are not achievable within our permissions.

We are also unable to agree to the request to increase paid annual leave entitlement for all staff by 1 day and reduce the standard working week by 2 hours with no loss of pay. This would cost £465,357 for the additional day and £6,558,283 for the reduction in hours. We want to pay as much as is permissible to actual salaries and, as these changes would need to be accounted for from the overall pay award, this would impact our ability to make awards of the amounts approved.

We are committed to paying the Living Wage Foundation real living wage rates. The current Living Wage Foundation real living wage rates are £10.90 per hour nationally and £11.95 per hour for London. The 6% award to Grade F results in a national hourly rate of £11.55 and a London hourly rate of £14.35 (after a 4.5% uplift in London Allowance). Should new rates later in the year take the real living wage above our hourly rates, we will revisit this with you at that point.

You requested we review our job evaluation processes and this is something we would like to work with you on. I would welcome further discussions with you about the timing, scope, and approach of such a review.

Whilst changes to pay scales/pay points and introducing a new mechanism for people to advance through pay scales would likely require a pay flexibility business case in the future, I would like to continue a conversation with you about this, building on preliminary work that was undertaken last year.

In the past, where colleagues have received the unfortunate diagnosis of a terminal illness, we have worked closely with them to reach decisions about their employment that best suit them as individuals. We therefore broadly agree with the spirit of the Dying to Work Charter and I am keen to explore this further with you.

You raised the question of whether we could support people with professional registration fees. We would need to do some scoping work to understand the financial impact of this before I can respond fully, but I am happy to look into this and talk further once we understand the implications.

On these last four points, I will write to you shortly to arrange a meeting to discuss, scope and agree a realistic timeline of activity.

### **Conclusion**

I would like to thank you all for the professional and constructive way you have approached negotiations on the main pay award and previously on the non-consolidated payment.

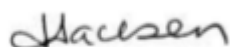
Whilst I know the amount of this year's award does not meet your pay claim, as you are aware, we are governed by the Civil Service Pay Remit Guidance and must adhere to it. These are the highest awards we have been able to offer in many years and, viewed alongside the non-consolidated payment, represent a significant commitment from this year's budget.

I want to allow the time for you, as our recognised Trades Unions, to ballot your membership, but we have discussed previously the cost-of-living challenges that face many of our colleagues and I know you share that concern. Therefore, I would like to make the award in October salaries and hope we can agree to work towards that position.

I appreciate that some unions are considering pay at a national level and may not feel able to endorse the offer at the moment. I would however be grateful if you we could work together to be clear with colleagues at CQC that any continuing national pay dispute is not something that we control here, and that we are working constructively on other elements of your pay claim over a longtime frame.

I look forward to continuing to work in partnership with you on pay and reward and specifically on the points above over the coming months.

Yours sincerely



Jackie Jackson  
Interim Director of People