



Freedom of Information

Union information and JNCC collective agreement
covering pay and conditions

For a Link to the FOI/EIR page visit: <http://jncc.defra.gov.uk/default.aspx?page=6077>
For further information about the Joint Nature Conservation Committee visit:
<http://jncc.defra.gov.uk/>

Number of FOI 201830

Request

Freedom of Information Questions

1. Name of the unions signatory to your main collective agreement covering pay and conditions.
2. Please state the settlement date of your latest collective pay agreement.
3. Please state the employee groups covered by the pay agreement.
4. Please state the number of employees covered by the agreement.
5. Please provide a copy of your latest pay agreement.
6. Was the latest pay settlement under the remit of the 2018/19 Civil Service pay guidance?
7. Please list the current grades and pay rates together with the previous year's grades and rates for the below roles or their equivalents:
 - a] Administrative Assistant (AA)
 - b] Administrative Officer (AO)
 - c] Executive Officer (EO)
 - d] Higher Executive Officer (HEO)
 - e] Senior Executive Officer (SEO)
 - f] Grade 6
 - g] Grade 7
- 8] Please give details of any individual performance-related increases paid in terms of the percentage of the paybill allocated to fund these awards and please state whether these were consolidated or non-consolidated.
- 9] Please state the overall paybill increase as a result of the 2018/19 pay settlement (including employer National Insurance and employer pension contributions).
- 10] Have any other changes been made to terms and conditions as part of the latest pay award?
- 11] Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay negotiations.
- 12] If an agreement has yet to be reached please state the month in which you anticipate 2018/19 pay increase will be paid.

Reply

Thank you for your request for information received by JNCC on Thursday 1st November 2018, which we have dealt with under the Freedom of Information Act 2000.

You requested information related to JNCC's latest pay agreement.

We have answered each of your questions in turn.

1. Name of the unions signatory to your main collective agreement covering pay and conditions.
 - Public and Commercial Services Union (PCS)
 - Prospect
2. Please state the settlement date of your latest collective pay agreement.
 - 1 August 2018
3. Please state the employee groups covered by the pay agreement.
 - All staff below SCS, i.e. AA to Grade 6
4. Please state the number of employees covered by the agreement.
 - 190
5. Please provide a copy of your latest pay agreement.
 - i. For those staff with less than one year's service in grade and below target rate:
 - A consolidated increase ^[1] of 0.5% of target rate
 - A non-consolidated ^[2], pensionable payment of 1% of target rate
 - ii. For staff with over one year's service in grade and below target rate:
 - A consolidated increase of 1.65% of target rate
 - iii. For staff at or above target rate:
 - A consolidated increase of 1.5% of actual salary
6. Was the latest pay settlement under the remit of the 2018/19 Civil Service pay guidance?
 - Yes

7. Please list the current grades and pay rates together with the previous year's grades and rates for the below roles or their equivalents:

- a) Administrative Assistant (AA)
- b) Administrative Officer (AO)
- c) Executive Officer (EO)
- d) Higher Executive Officer (HEO)
- e) Senior Executive Officer (SEO)
- f) Grade 6
- g) Grade 7

Effective from 1 August 2017

		G6	G7	S	H	O	AO	AA
Starting Rate	1	£52,843	£44,428	£34,984	£27,247	£22,020	£18,265	£15,984
Target Rate	2	£57,808	£48,603	£38,272	£30,296	£24,619	£19,334	£15,984
Maximum	3	£62,336	£52,410	£41,270	£32,669	£26,547	£20,912	£17,260

^[1] A **consolidated increase** is a recurring rise to salary

^[2] A **non-consolidated** payment is a one-off amount paid as a lump sum

Effective from 1 August 2018

	G6	G7	S	H	O	AO	AA
Starting Rate	£53,132	£44,671	£35,175	£27,398	£22,143	£18,515	£16,284
Target Rate	£58,675	£49,332	£38,846	£30,750	£24,988	£19,624	£16,284
Maximum	£63,271	£53,196	£41,889	£33,159	£26,945	£21,226	£17,560

8. Please give details of any individual performance-related increases paid in terms of the percentage of the paybill allocated to fund these awards and please state whether these were consolidated or non-consolidated.

- 1.2% of paybill non-consolidated

9. Please state the overall paybill increase as a result of the 2018/19 pay settlement (including employer National Insurance and employer pension contributions).

- 1.5%

10. Have any other changes been made to terms and conditions as part of the latest pay award?

- No

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

- Mrs J Corney, Head of HR & Facilities, 01733 866909

12. If an agreement has yet to be reached please state the month in which you anticipate 2018/19 pay increase will be paid.

- To be paid with November 2018 salaries

Please acknowledge receipt of this email. If you require any further detail please do not hesitate to contact us.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint please contact Kirsty Meadows (kirsty.meadows@jncc.gov.uk).

If you are still not satisfied following this, you can make an appeal to the Information Commissioner who is the statutory regulator. The Information Commissioner can be contacted at:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Telephone: 08456 30 60 60

01625 54 57 45

www.ico.gov.uk

Yours sincerely,

John Henson Webb

Communications and Corporate Governance Officer

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