



Pay and conditions update

Managers in Partnership Summit
12 – 12.30, 5 November 2020



Contents



- **AfC refresh deal 2018-21**
- **Pay claim campaign**
- **Other pay issues**
- **McCloud remedy on pensions**
- **Exit payments cap**

AfC refresh deal 2018-21

Cut years to top, except for bands 8 and 9

Ended band overlaps/higher starting salaries

Cut number of pay points

Capped awards for 8C, 8D and 9

Re-earnable 5 -10 % in 8C, 8D and 9

Transitional terms if in post 31/03/18

'No detriment' provision

Top up payments below top of 8 and 9





Pay claim campaign

- **'Early and significant increase'**
- **Joint union campaign**
- **Economic case**
- **Parliamentary focus**
- **Four country campaign**
- **Pay Review Body process**
- **Joint union & MiP evidence**

Other pay issues

- **Pay progression linked to appraisal**
- **SSRB report on very senior managers**
- **Exec pay in Northern Ireland**
- **Job evaluation**
- **On call**
- **Pay protection**



McCloud remedy



- **Public sector-wide policy**
- **Remedy period 2015 – 2021 (or later)**
- **Former scheme or new scheme**
- **Choice ‘now’ or on retirement?**
- **Similar process across UK**

Exit payments cap

- **In force from 4 November 2020**
- **Redundancy pay, ex gratia settlements, employer pension top up**
- **NOT ill health, pension benefits, PILON up to 3 months, holiday pay**
- **Mandatory waiver (discrimination)**
- **Discretionary waiver (hardship, urgent change, delays)**

