
UK Statistics Authority Pay Award 2020-21

Purpose

1. This document outlines the 2020-21 pay award for all staff employed by the UK Statistics Authority ('the Authority'), (excluding Senior Civil Servants and Census Field) for the period **01 August 2020** to **31 July 2021**.

Our key aims

2. To make our pay system simpler and fairer by:
 - a. Reducing differences in pay for colleagues in the same grade and location by targeting larger increases for those lower in each pay range and shortening the length of pay ranges.
 - b. Larger increases for grades with attraction, retention and inclusion issues.
3. To simplify the language used to describe the pay system by:
 - a. Removing the Entry, Target and Enhanced Zones and replacing with a single pay range for grades EO – G6.
4. To continue our commitment to move people to the 'Target Zone' (or equivalent) for eligible individuals who have achieved at least two years in grade on 1 August 2020.
5. We will strengthen our critical workforce groups and increase the pay premium for HEO Specialists and SEO Specialists.
6. To ensure our lowest paid colleagues continue to earn more than the Voluntary Living Wage.

The Award

7. **Eligibility.** This pay award applies to all colleagues employed on 01 August 2020 (excluding Senior Civil Servants and Census Field) and not subject to a formal performance process (i.e. had received a formal warning for performance and were on a performance improvement plan).
8. **Minimum 2.0% Award.** All eligible employees will receive a **minimum award of 2.0%**, based on a combination of a basic pensionable pay increases and non-pensionable lump sum payments. Basic pensionable pay increases may be less than 2.0% if:

- a. Individuals are higher in the pay range. Individuals will receive a minimum 1.5% pensionable pay increase, with a non-pensionable lump sum payment to take the total to 2.0%.
 - b. Basic pay is above the 2019 Target Zone Maxima. Individuals will not receive a consolidated pay increase and will receive a 2.0% non-pensionable lump sum payment instead.
9. **Simplify our Language.** We are simplifying the language to describe our pay structures by:
 - a. Moving to a single pay range for EO to Grade 6, based on the bandwidths of the former Entry Zone Minima to former Target Zone Maxima.
 - b. We will be retaining language of Entry and Target spot rates for AA, AO and Interviewer grades, removing the Enhanced Zone.
10. **Continuing movement from the bottom of the pay range after two years in grade.** Individuals will progress within grade as set out below after two years, if they have been in the former Entry Zone for two or more years on 01 August 2020. (Time spent on Temporary Promotion will be counted towards the two years, provided there was no break between the Temporary Promotion ending and the substantive promotion.)
 - a. For AA, AO and Interviewer Grades this will mean that individuals move to the new Target rate of pay from Entry.
 - b. For EO grades and above, individuals will be paid at least the new minima plus 2%, as the former Target Zone has been removed.
 - c. The commitment on movement within grade is not likely to happen during the pay remit year 2021/22 due to the public sector pay pause and we continue to explore options for more meaningful pay progression in the future.
11. **Specialist grade premia.** To strengthen our critical workforce groups we will:
 - a. Introduce a pay premia for HEO Specialists, increasing the minima to £500 above the HEO minima.
 - b. Strengthen the pay premia for SEO Specialists, increasing the minima to £1,250 above the SEO minima.
12. **London Pay.** We will maintain the minimum difference between National pay rates and London pay rates of £3,000. Individuals on the minima of the London rates will receive the same cash increase as those on National rates. Where there

is both an 'Outer' and 'Inner' rate for London, the 'Outer' differential be at least £3,000 and the 'Inner' rate will be at least £4,000.

13. **Mark-Time Allowances.** If applicable, mark-time allowances will be reduced in line with any basic pensionable pay increase, until the value of the allowance is zero and no longer applies.
14. **2020 Pay Scales.** Pay scales have uplifted and are at **Annex A**.
15. **Pay Calculations.** The Ready Reckoner will help people calculate their pay award based on their individual circumstances.

Impact on Pensions

16. Unlike previous years, individuals should no longer be placed into a higher pension contribution rate as a result of pay arrears. Individuals may be placed into a higher pension contribution rate as a result of the overall pay increase, as set by [Civil Service Pensions](#).

New starters

17. Any individual employed after 01 August 2020 that falls below the minima for their pay grade, or the new relevant spot rate, will have their pay uplifted to the new rate.

Leavers

18. Any individual who has left the Authority since 01 August 2020, will receive backdated pay from 01 August 2020, until their last day of service, paid to the bank account we hold on record at the time of leaving.

Commitments

19. Further to the negotiation process, the UK Statistics Authority makes a commitment to review the following in partnership with Departmental Trade Unions:
 - a) Whilst compliant with minimum wage legislation, there will be a broader review on the status of contractual differences between gross and net hours.
 - b) Explore options for possible closer alignment of Telephone Unit and AA grades.

- c) Review location based pay approach as part of locations and dynamic workplaces project. This includes London pay and pay for homeworkers.
- d) Continue to review use of contractors to create opportunities and make sustainable future savings.
- e) Review our approach to Job Evaluation, which underpins our grading system.
- f) Develop credible options to progress through the pay range in future years with an underpinning evidence base to ensure that an approach is affordable, sustainable, inclusive and not an automatic contractual entitlement.

Future Pay Awards

- 20. In November 2020, the Chancellor announced as part of the Spending Review 2020 that there will be a temporary pause on pay rises for most public sector workforces in 2021/22, including the Civil Service.
- 21. To protect the lower paid staff those on full time equivalent base pay of under £24,000 per annum will receive a basic pensionable pay increase of £250.
- 22. All future pay awards will be subject to annual negotiations with the Trade Unions and made on the basis of affordability and central government pay policy, and individual performance.

Annex A: Proposed Pay 2020 Pay Rates and Ranges

All figures are annual full time equivalent.

Table 1: Proposed AA, AO and Interviewer Pay Rates (2020).

Grade	Entry	Target
Telephone Unit	£18,583	£19,048
AA National	£19,048	
AO National	£19,613	£20,104
AO London	£22,613	£23,179
Field National	£19,613	£20,104
Field Outer London	£22,613	£23,179
Field Inner London	£23,613	£24,204
IPS National	£19,613	£20,104
IPS Outer London	£22,613	£23,179
IPS Inner London	£24,255	£24,862
IPS National Team Leader	£23,224	
IPS Outer London Team Leader	£26,224	
IPS Inner London Team Leader	£27,437	

Table 2: EO to Grade 6 Proposed Pay Ranges (2020).

Grade	Min	Max
EO National	£23,630	£29,086
EO London	£26,630	£32,186
EO Specialist National	£23,630	£29,086
EO Specialist London	£26,630	£32,186
HEO National	£30,205	£35,286
HEO London	£33,205	£38,331
HEO Specialist National	£30,705	£35,286
HEO Specialist London	£33,705	£38,386
Fast Stream	£32,997	£38,386
SEO National	£36,838	£42,519
SEO London	£39,838	£45,619
SEO Specialist National	£38,338	£43,552
SEO Specialist London	£41,338	£46,652
G7 National	£50,205	£60,189
G7 London	£53,205	£64,373
G6 National	£59,742	£68,004
G6 London	£62,742	£72,328