

FSA pay award 2020: eligibility criteria

This pay award covers employees in grades AO to Grade 6 in the FSA with the exception of the following:

- employment agency temporary workers
- contractors
- supplier contractors
- fee paid people or contingent workers
- casual workers
- senior civil servants

Eligibility

To be eligible for the 2020 pay award you must have been in post on FSA terms and conditions on 1 August 2019 and you must not have been subject to formal poor performance procedures during the period 1 August 2019 to 31 July 2020.

Part-time employees

If you have a part-time working pattern you will qualify on the same basis as set out above and the payment due will be calculated on the full-time equivalent salary.

Staff on Temporary Promotion

If you are on a Temporary Promotion on 1 August 2020, you will have your pay award calculated on your basic pay for your temporary grade and your salary will be re-calculated from the date you return to your substantive grade.

Staff on or above pay range maximum

If your current basic pay is on or above the new 2020 pay range maximum for your grade or is within 1.5% of the maximum, you will receive a fully consolidated payment.

Staff receiving a mark-time payment

If you are in receipt of personally protected / maintained basic pay (mark-time payment) which is above the new maxima for the grade, you will not receive a consolidated pay award, nor a non-consolidated payment. The pay increase will be applied up to the new maximum salary of your grade; and the value of the mark-time element will reduce by an equal amount.

If you are in receipt of personally protected / maintained basic pay which is below the new maxima for the grade you will receive an award.

Staff transferring from Other Government Departments

If you transferred into the FSA from within the Civil Service before 1 August 2020 and, have already received a pay award for the 2020-21 year from your former department, you will not receive any further pay award. However, if you remain below the new minimum salary of your grade you will have your basic salary raised to the new minimum.

Fixed-term appointments

Employees on fixed-term appointments (FTAs) will qualify on the same basis as set out above unless the contract of employment expressly provides for other arrangements.

Staff on secondment

Eligibility for staff on secondment (either into or out of the FSA) will be dependent on, and as set out in, the terms of the secondment agreement.

Staff retaining 36-hour week

Individuals who retained their rights to a 36-hour contract by opting out of the pay award will receive an increase of 1% of basic salary.

Staff retaining additional pay allowance

Individuals who retained their rights to pre-2019 allowances by opting out of the pay award will receive an increase of 1% of basic salary.