

Annex

Request

- 1] *Please state the effective date (day, month, and year) of your organisation's 2020/21 pay review.*
- 2] *If the 2020/21 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.*
- 3] *Please state the employee group/s covered by the 2020/21 pay review.*
- 4] *Please state the total number of employees covered by the 2020/21 pay review.*
- 5] *Please provide a copy of your 2020/21 pay agreement (if applicable) or generic pay circular sent to employees (that is one that does not identify any individual employee) outlining the outcome of the latest pay review if there are no collective negotiations.*
- 6] *Was the latest pay review concluded under the remit of the 2020/21 Civil Service Pay Guidance?*
- 7] *Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the latest pay review, excluding the effect of any incremental rises, merit pay and bonuses.*
- 8] *Please list the current grades and pay rates together with the previous year's grades and rates for the below roles or their equivalents if applicable:*
 - 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*
- 9] *If an employee's annual pay award is determined solely according to an assessment of their individual performance (commonly known as a merit increase) as opposed to an across-the-board pay rises (where all employees*

generally receive the same increase irrespective of their individual performance) please state the percentage of the paybill allocated to fund these awards, the range of increases and whether or not the awards are consolidated.

10] If any employees were eligible for individual performance-related payments or bonuses over and above the general pay rise please state the range of increases (either as a percentage of their base salary or a cash amount as applicable), whether or not they were consolidated into basic pay and please state the overall % of the paybill allocated to fund these awards.

11] Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.

12] Have any other changes been made to terms and conditions (for example holiday entitlement, sick pay provision and the like) as part of the latest pay review? If yes, please state what they are.

13]. Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.

14] Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.

Response

1] 1 August 2020

2] n/a

3] All FSA employees excluding members of the Senior Civil Service

4] 1226

5]



Pay Award Guidance
2020.pdf



FSA pay award 2020
eligibility criteria.pdf

6] No

7] 1.5%

8]



FSA salary structure
and ranges 2019.pdf



FSA salary structure
and ranges 2020.pdf

9] n/a

10] n/a

11] 3.86% increase for the non-SCS paybill from August 2020

12] No

13]. Our recognition and facilities agreement is between FSA and FDA, Public and Commercial Services Union, Prospect and Unison

14] Paul Moody Pay.Award@food.gov.uk