

Date: 24 August 2021

Our Reference: FOIA-2021-080

RE: Freedom of Information Act 2000 Request

I write in response to your Freedom of Information Act 2000 request dated 30/07/2021 in which you requested the following information:

- 1] Please state the effective date (day and month) of your organisation's 2021/22 pay review.
- 2] If the 2021/22 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 2021/22 pay review.
- 4] Please state the total number of employees covered by the 2021/22 pay review.
- 5] Please provide a copy of your 2021/22 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] Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2021/22 pay review* excluding the effect of any incremental progression, merit pay or bonuses.

*** When calculating this figure please bear in mind that, if applicable, employees covered by the 2021/22 Civil Service Pay Remit Guidance who are paid less than the full-time equivalent (FTE) salary of £24,000 receive the greater of a FTE £250 consolidated basic pay rise or an increase taking them up to the National Living Wage of £8.91 an hour.**

- 7] 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.

8] 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.

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

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

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

When a request for information is made under FoIA 2000, a public authority has a general duty under section 1(1) of the Act to inform an applicant whether the requested information is held. There is then a general obligation to communicate that information to the applicant. If a public authority decides that the information should not be disclosed because an exemption applies, it must, under section 17(1) cite the appropriate section or exemption of the Act and provide an explanation for relying upon it.

It is important to note that a freedom of information request is not a private transaction. Both the request itself and any information disclosed are considered suitable for open publication, that is, once access to information is granted to one person under the legislation, it is then considered public information and must be communicated to any individual should a request be received. In light of this, our responses and disclosures are published on our external website at a later date. This should be borne in mind where a request is made for personal data of named individuals.

Decision

After conducting careful searches for any information relevant to your request I can confirm that there is information held. This information is provided as answers to your individual questions below.

1] Please state the effective date (day and month) of your organisation's 2021/22 pay review.

Our annual pay award is effective from 1 July each year.

2] If the 2021/22 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.

We have not yet finalised our 2021/22 pay offer. Timings are subject to the conclusion of the approvals process and collective bargaining therefore we do not know the month in which it will be concluded. It will not be finalised until after the parliamentary summer recess at the earliest.

3] Please state the employee group/s covered by the 2021/22 pay review.

The annual pay offer covers all College of Policing employees.

4] Please state the total number of employees covered by the 2021/22 pay review.

Based on a snapshot date of 1 July 2021 the pay review will cover 644 employees.

5] Please provide a copy of your 2021/22 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.

No information held – we have have not yet finalised our 2021/22 pay offer.

6] Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2021/22 pay review* excluding the effect of any incremental progression, merit pay or bonuses.

*** When calculating this figure please bear in mind that, if applicable, employees covered by the 2021/22 Civil Service Pay Remit Guidance who are paid less than the full-time equivalent (FTE) salary of £24,000 receive the greater of a FTE £250 consolidated basic pay rise or an increase taking them up to the National Living Wage of £8.91 an hour.**

No information held - we have not yet finalised our 2021/22 pay offer.

7] 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.

No information held - we have not yet finalised our 2021/22 pay offer.

8] 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.

No information held - we have not yet finalised our 2021/22 pay offer.

We can however confirm that the College's non-consolidated 'pot' for performance-related awards is 0.5% of paybill. This is used to fund our reward and recognition scheme which awards non-consolidated payments of £100, £200 or £500.

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

No information held - we have not yet finalised our 2021/22 pay offer.

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

Parties to our main collective agreement are Prospect, FDA, and Public and Commercial Services Union (PCS).

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

The Chief Executive of the College, Bernie O'Reilly is responsible for the propriety of the pay award as accounting officer. Contact details for the College are:

contactus@college.pnn.police.uk

0800 496 3322

I trust this letter answers your questions. Your rights are provided in **Appendix A**.

Yours sincerely,

Abi Robertson | Legal Services Manager
Legal Services
College of Policing

Email: FOI@college.pnn.police.uk

Website: www.college.police.uk

Appendix A

Rights

If you are dissatisfied with the handling procedures or the decision of the College of Policing made under the Freedom of Information Act 2000 (the Act) regarding access to information you can request that the decision is reviewed internally.

Internal review requests should be made in writing, within **forty (40) working days** from the date of the refusal notice, and addressed to: FOI team, Central House, Beckwith Knowle, Otley Road, Harrogate, North Yorkshire, HG3 1UF or email: FOI@college.pnn.police.uk

In all possible circumstances the College of Policing will aim to respond to your request for internal review within **20 working days**.

The Information Commissioner

If, after lodging an internal review request with the College of Policing you are still dissatisfied with the decision you may make application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at <https://ico.org.uk/for-the-public/official-information/>.

Alternatively, write to:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Phone: 0303 123 1113