

Centre City Tower, 7 Hill Street, Birmingham B5 4UA
21 Bloomsbury Street, London WC1B 3HF

By email

23 November 2017

Freedom of Information Act (FOIA) 2000 / Environmental Information
Regulations (EIR) 2004- Request For Information

Reference: FOI 20171199

Dear 

Thank you for your request for information concerning Trade Unions.

Ofwat confirms it does hold the information and the answers are listed below.

- 1) Name of unions which are signatories to your main collective agreement covering pay and conditions;
First Division Association (FDA) and Public and Commercial Services (PCS) Union
- 2) Number of employees covered by the agreement;
1 member of FDA and 23 members of PCS pay subscriptions through payroll
- 3) Lists of grades and current pay rates.
See table under response to Q4.
- 4) Copy of your latest pay settlement. If the latest pay settlement is based on the 1% maximum paybill increase set by the Treasury, please provide the following information on how the 1% has been applied:

Details of the pay settlement for 16/17 is summarised below:

- Ofwat applied a flat rate basic award to all eligible people which was the greater of either £300 (pro-rata) or an increase of 0.85% to salary. Staff eligible to receive the increase had 12 months service.

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- The remainder of the funding available was used to increase the consolidated base pay of individuals who had been identified as being priority pay anomalies for 2016/17.

The table below shows how our current pay scales were adjusted for 2016/17.

Pay band	New Minimum	New Maximum	Adjustment
Band 1	£16,379	£23,042	£300 increase
Band 2	£23,043	£32,362	£300 increase
Band 3	£32,363	£48,406	£300 increase for minimum, 0.85% for maximum
Band 4	£48,407	£74,042	0.85%
Band 5	£74,043	£111,063	0.85%

- 1) Have there been any changes to the pay scales?
 - a. Yes (see table above)
- 2) Are progression payments being paid?

No
- 3) Are performance-related bonuses being paid? If so, what are the arrangements for performance-related bonuses?

Yes we have a bonus scheme which is linked to performance against Ofwat's values. The bonus scheme runs every six months. The bonus pot is funded from the non-consolidation pot.

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Yours sincerely,

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