

Staff Bulletin

450



DATE: 30th September 2011

2011-2012 PAY AWARD

In line with the 2 year pay freeze announced by HM Government, the MRC has suspended all normal pay increases covering both the 1st April 2010 and the 1st April 2011 pay review.

This pay freeze will apply to all employees with the exception of those earning £21,000 or less who will receive £250 increases in line with Government guidance.

We are not able to make any consolidated or non-consolidated ASR payments for the 2010-2011 performance year.

The pay award will be paid, together with any back-dated payment to the 1st April 2011, in the October 2011 pay run. Should you have any queries on any of the above please contact your local HR team in the first instance.

As you will be aware, from Staff Bulletin 447, work has been going over the past eighteen months to develop changes to the current MRC grading structure. The final version of the proposal detailing these changes has been agreed by the National Trade Union Side after a ballot of their members. A further Staff Bulletin will shortly be published confirming the result and next steps.

BASE PAY

In line with the Government's announcement of a 2 year pay freeze the MRC has agreed to implement only the following base pay increases:

- £250 consolidated revalorisation for all employees earning a base salary of £21,000 or less.
- Variable consolidated payments for those employees earning between £21,000 and £21,250 to take their salaries to £21,250 to ensure no "leapfrogging" by current lower earners receiving the full £250 payments.
- 1.2% increases to all hourly pay rates.

Employees in receipt of 'Unacceptable' PDR ratings

- Employees will receive no pay award until such time as their performance reaches a satisfactory level.

ALLOWANCES

LOCATION ALLOWANCE AND CENTRAL LONDON SUPPLEMENT

Inner and Intermediate London Location Allowances and the Central London Supplement to remain unchanged:

- **Inner London:** at £2,981 pa
- **Intermediate London:** at £1,491
- **Central London Supplement:** at £1,121 pa.
(The Central London Supplement remains non-consolidated, non-pensionable and is paid to all MRC employees in receipt of the Inner London Location Allowance)

OTHER FLAT-RATE ALLOWANCES

To remain the same

- **Animal Technicians Weekend and Public Holiday Allowances:**

Band	£ Amount:
All Bands	£73.96

- **Clinical Recruitment and Retention Allowance:**

Band	Minimum	Maximum
Band 4	£1,774	£8,869
Band 3	£1,689	£13,514
Band 2	£4,518	£18,070

o **On-Call Allowances:**

	Rate
On Weekdays between the close of work in the evening and the start of work the following day:	
a) for each period of more than twelve hours	£8.15
On Saturdays, Sundays and Privilege Holidays:	
a) for each 24 hour period	£23.16
b) for each period of less than 24 hours, a proportion of:	£23.16
On Public and Bank Holidays:	
a) for each 24 hour period	£29.26
b) for a period of less than 24 hours, a proportion of:	£29.26

ALLOWANCES LINKED TO PAY

Additional Duty Hours/Excess Over Conditioned Hours/Shift Disturbance Allowances

- o To be increased by 1.2%

IMPLEMENTATION OF THE PAY AWARD

The award will be implemented in the following order:

Effective from 1st April 2011

- o Payment of base pay award across all eligible employees
- o Payment of increase in any allowances where applicable

ADDITIONAL COMMENTS

Employees in Receipt of Unacceptable Performance Assessment Ratings

Employees who received an Unacceptable PDR performance assessment following the 2011 appraisal exercise will be subject to a formal interim performance review. If, at this review, an individual whose performance was previously judged to be unacceptable has demonstrated clear improvement which the manager judges to be sustained, they will be entitled to receive normal full pay award relevant for their pay band effective from the date of the interim meeting.

Part-Time Employees

The pay award for part-time employees will be proportionate to the hours worked (i.e. pro-rated).

MRC PAY STRUCTURE FROM 1st APRIL 2011

Band	7	6	5	4	3	2	1
Minimum	13,470	15,929	20,074	26,022	35,935	44,314	55,850
Point 1	13,736	16,245	20,475	26,545	36,663	45,213	
Point 2	14,007	16,568	20,883	27,078	37,404	46,129	
Point 3	14,284	16,896	21,300	27,623	38,162	47,064	
Point 4	<u>14,566</u>	17,232	21,726	28,178	38,935	48,018	
Point 5		<u>17,575</u>	22,160	28,746	39,723	48,992†	
Point 6			22,603	29,324	40,527	49,986	
Point 7			<u>23,056</u>	29,914	41,348	51,000	
Point 8				30,516	42,187	52,035	
Point 9				31,131	43,041	53,091	
		19,199	24,589				
Point 10		∇	∇	<u>31,758</u>	<u>43,914</u>	54,168	
Point 11						55,267	
		20,677	26,493				
Point 12		∇	∇			56,389	
Point 13						<u>57,534</u>	
Band Maxima at 1/4/09	14,566	21,291	27,271	31,758	43,914	No Maximum	No Maximum

Notes

- ∇ 10 year underpinning pay point
 - ∇ 12 years underpinning pay point
- Underlined figures represent SPPs
† = PLT SPP