


Question


I have received a request from a local authority and would be grateful if you could provide information on your current policy regarding pay protection to include information on:

- The circumstances in which it is applied and
- How long it is applied for (grade/amount)

All responses will be kept anonymous and shared with you if requested.

Authority	Response
District	 Organisational Change Policy and Pr
District (shared services)	DC – applies in redundancy / restructure, 2 years at 100% salary protection and 1 year at 50% salary protection DC - applies in redundancy / restructure, 2 years salary protection
Borough	Please find X Borough Council's policy on pay protection: 1. Pay protection is available where an employee has been redeployed to a post at a lower grade. They will be moved to the maximum of their new grade and will receive the difference in salary between the two roles as a "Protected amount" in addition to their new basic pay. If an employee is downgraded due to disciplinary action or capability pay protection does not apply. 2. Employees may receive protection for a period of not more than 4 months with a phased reduction of equal amounts each month. This is calculated based on the difference between their Employees who are redeployed as a result of a disability within the meaning of the Equality Act (2010) should be dealt with in the same way.

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Borough	<p>Our policy attached. It doesn't say in the policy, but we usually only agree protection for a post no more than 2 grades lower.</p>  <p>Current Protection of Earnings Policy.doc</p>
District	<p>Pay is protected for one year if a job evaluation is completed and the grade is reduced Salaries are also protected for a year if an employee has been redeployed in a redundancy situation</p>
Borough	<p>We pay one years pay protection following redeployment to a lower graded job. This would normally be through a reorganisation/restructure.</p>
District	<p>Extract from our current redeployment policy is below:</p> <p>When an employee is redeployed into a post which attracts a lower salary than that of their substantive post, the Council will consider the issue of salary protection in every case, with the aim of minimizing impact to the individual whilst balancing the need to ensure the Council does not incur substantial additional costs in ensuring an individual's continuing employment. Consideration of salary protection will, however, be conditional upon employees showing a flexible attitude towards redeployment, demonstrating that they are prepared, as appropriate, to find alternative work either within or outside the Council.</p> <p>In considering salary protection, account will be taken of the reason for the redeployment, the circumstances of the case and the difference between the two grades.</p> <p>Where any salary protection is awarded, this will be on the following basis:</p> <ol style="list-style-type: none"> 1) 18 months full protection of pay of the substantive post prior to redeployment (including any trial period in the new post). This will be based upon the employee's spinal column point at the date pay protection is applied. 2) At the end of the 18 months full protection, a further 18 months protection at 50% of the difference between the protected rate of pay and the pay at the top of the grade of

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	<p>the substantive post.</p> <ul style="list-style-type: none">3) No salary increments will be awarded during the protection period unless the salary for the job in which the employee is redeployed becomes equal to, or exceeds the protected rate of the employee. At that point, the pay protection arrangements will cease.4) In determining the correct level of pay of both posts for protection purposes, this will include any bonus or contractual overtime payments which, if necessary, will be averaged over the preceding twelve months.5) Protection will not apply to any other terms and conditions of employment. <p>Once the protection of earnings time period has been exhausted, the employee will receive the substantive salary for the job.</p>
District	<p>Where we restructure and there is suitable alternative employment at a lower grade then we have 1 year's pay protection.</p>