

## **Incremental pay progression and annual data audit 2014/15**

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### **Incremental Progression Key Outcomes 2014/15**

- 1) From 1643 employees, 725 of these were processed in time for the April Payroll run.
- 2) A further 678 employees (41%) received a rating of 2 or above, however, these employees are not due an increment due to being at the top of their pay band.
- 3) 33 employees (2%) are not performing at the required standard receiving a rating of 3 or 4.
- 4) Of 37 staff (2.3%) who did not have their performance rated, 0 had been awarded increments for April.

## 2014/15 Incremental Pay Progression Outcomes

The report below shows the outcome of the incremental pay progression exercise for the whole Council.

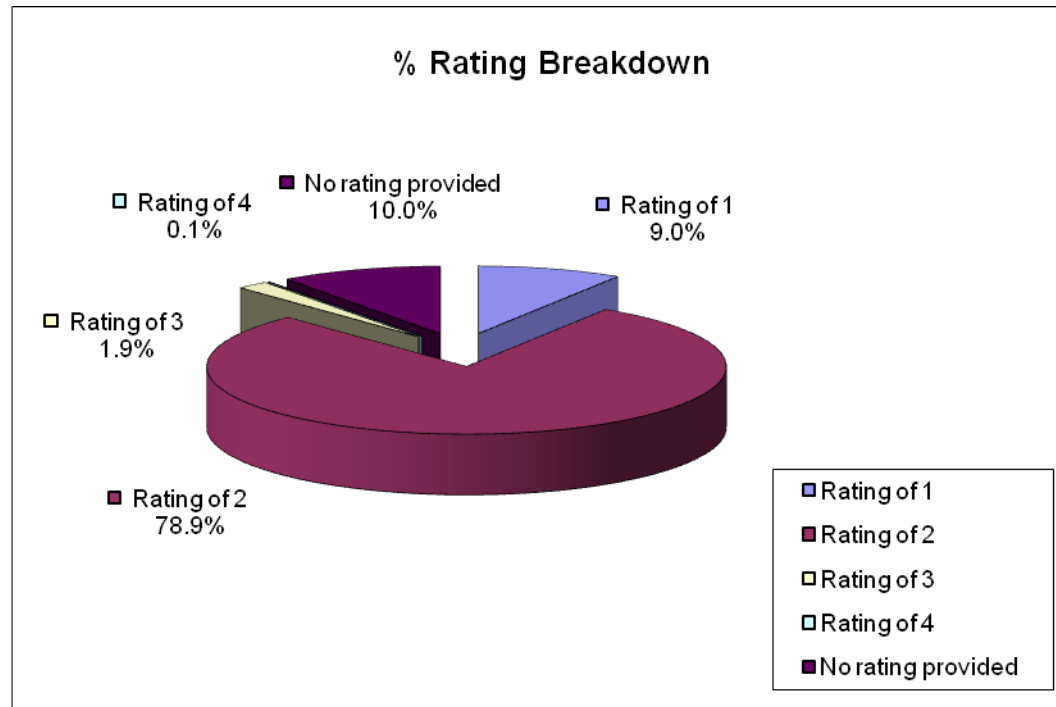
Total number of staff	1643
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Corporate Response	Rating of 1	Rating of 2	Rating of 3	Rating of 4	No rating provided	Leaver	LTS	Probation	Suspension	Maternity	N/A	Total
Due an Increment	106	661	18	0	6	21	6	6	2	0	4	830
%	12.8%	79.6%	2.2%	0.0%	0.7%	2.5%	0.7%	0.7%	0.2%	0.0%	0.5%	100.0%
Increment Awarded	105	660	1	0	0	0	5	0	0	0	0	771
%	13.6%	85.6%	0.1%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	100.0%
Increment NOT Awarded	1	1	17	0	6	21	1	6	2	0	4	59
%	1.7%	1.7%	28.8%	0.0%	10.2%	35.6%	1.7%	10.2%	3.4%	0.0%	6.8%	100.0%
NOT due an Increment	42	636	14	1	11	11	5	38	1	1	53	813
%	5.2%	78.2%	1.7%	0.1%	1.4%	1.4%	0.6%	4.7%	0.1%	0.1%	6.5%	100.0%
Increment awarded	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Increment NOT Awarded	42	636	14	1	11	11	5	38	1	1	53	813
%	5.2%	78.2%	1.7%	0.1%	1.4%	1.4%	0.6%	4.7%	0.1%	0.1%	6.5%	100.0%
Combined Total Ratings	148	1297	32	1	17	32	11	44	3	1	57	1643
%	9.0%	78.9%	1.9%	0.1%	10.0%	1.9%	0.7%	2.7%	0.2%	0.1%	3.5%	100.0%

The above report is broken down into three sections, the top section shows the distribution of staff who were due an increment and whether an increment was awarded or not. The middle section shows the distribution of staff who were not due an increment. The bottom section shows the combined totals of the top and middle section.

Across the whole Council, 50.5% of staff were due an increment and 46.9% of staff were actually awarded an increment.

The following graph shows the percentage distribution of ratings across the Council based on the total staff of 1643:



The following report and graph shows how the category 'non rated staff' is distributed across the Directorates and the Council.

Directorate	No rating provided	Leaver	LTS	Probation	Suspension	Maternity	N/A
Chief Executive's Office	0	2	0	1	0	1	8
Chief Executive Delivery Unit	1	2	0	2	0	0	0
Adults Health and Commissioning	1	7	9	20	1	0	15
Children's Services	9	7	0	11	1	0	23
Environment	0	4	0	6	1	0	1
Housing	6	10	0	3	0	0	5
Planning & Transportation	0	0	2	1	0	0	5
<b>Overall Council</b>	<b>1.0%</b>	<b>1.8%</b>	<b>0.7%</b>	<b>2.7%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>3.3%</b>