

Pay Notice 1, 2009

Aimed at	Pay bands 1-7: all people to receive an individual copy
Issue Date	3 March 2009
Contacts	Richard Williamson HR Services Teams
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Dear Colleagues,

This notice provides important information about the 2008 pay award.

The rationale for this decision is explained in the attached notice.

Jean Lindsay
Director HR
3 March 2009

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1. Pay Notice 6, 2008 (issued on 9th January) described the final pay offer made by management in December. The FC Trade Unions have now informed us that the result of the individual Union ballots was to reject the offer.
2. The Executive Board are very disappointed that the offer was rejected and are also concerned at the very low turnout of staff who actually voted. The EB believe that the offer made in December is both fair to staff and necessary to continue the modernisation of the Commission's pay system.
3. The Executive Board considered its options on the 25th February and, after a prolonged discussion, decided to implement our final offer. In reaching this decision, the EB considered and rejected a number of alternatives that would have recognised the change brought about by the current financial crisis. However, it should be noted that whilst the EB have endorsed a 3-year pay deal, it may be necessary to revisit the offer should Government Policy change over this time period.
4. We have written to the Unions to inform them of this decision. It is our intention to implement the new pay scales from 1st October 2008 and payment of arrears of pay with end of March payroll.

Jean Lindsay
Director HR
3 March 2009