



PAY NEGOTIATIONS 2009

NACO and Unite Statement



The joint trade unions - NACO and Unite (Amicus Section) are pleased to announce the outcome of the annual negotiations on pay for colleagues in contribution levels Implementing Activities, Leading & Advising and Delivering Business Plans. **We are strongly recommending acceptance of this offer.**

All parties recognise that the current economic situation is very difficult, for both CFS and staff alike. With that in mind, we have worked hard to achieve a positive outcome that reflects the continuing efforts of staff balanced against the needs of the business for future sustainability. The joint unions feel that the following offer represents a positive deal on pay for 2009, and wish to recommend it to their members for acceptance via a ballot. The details of the offer are as follows –

A revised pay matrix in line with the revised performance definitions

- 5 performance ratings: Distinguished; Valued Exceeded; Valued Meets; Valued Striving; Unacceptable
- 5 categories for position in pay band (in line with 2008 approach)
- A proposed pay matrix is detailed below – reflecting the agreed position of 3.35% in the ‘middle box’ of the pay matrix for ‘Valued Meets’ - the distribution across the matrix reflects a normal distribution curve in terms of performance assessments. N.B. - Our starting point for negotiation is always the ‘middle box’, from where all other percentage amounts can be negotiated relative to it.

Proposed Matrix (excluding colleagues in Customer Adviser Pay Progression)

2008 Perf Rating		Position in Pay Band		<88%	88-95.9%	96-103.9%	104-111.9%	112%-band max	Over band max
	Distinguished			7.00%	6.50%	5.75%	4.75%	3.75%	0%
Valued	Exceeded			5.50%	5.00%	4.50%	3.35%	3.00%	0%
	Meets			4.25%	3.75%	3.35%	2.75%	2.25%	0%
	Striving			3.25%	2.75%	2.00%	1.50%	1.00%	0%
	Unacceptable			0%	0%	0%	0%	0%	0%
	Nil Return			0%	0%	0%	0%	0%	0%

1% improvement to the market reference salary of all pay bands with effect from 1 April 2009, reflecting the volatility of current employment data. The uplift includes pay bands for Guernsey and Specialist areas (Investment Management, Actuaries, Legal Services and Auditors BA3) and will be applied prior to the application of the pay increase matrix to maximise the benefit for colleagues as their new position in pay bands will be used to calculate pay increases.

Exceptionally, and for 2009 only, band minimums for pay bands A1, B1, B2 and B3 will be increased by larger percentages illustrated in the attached proposed pay bands (Appendix 1). This exceptional adjustment is in response to a review of entry rates for colleagues in lower pay bands, incorporating the unions' specific request in respect of entry level salaries, evidence from competitor salaries at this level, and to improve retention of customer facing colleagues.

Truncation of pay band maximum - exceptionally, to recognise the current business and market challenges, for colleagues whose base pay increase will take them above their new pay band maximum, CFS will:

- Pay up to the new band maximum (consolidated into base pay) and the residual amount will be paid as a one off non consolidated / non pensionable payment.

Revised Proposition to Customer Adviser Pay Progression (CAPP)

- Introduction of a simplified and more consistent approach to pay progression (below market reference salaries) to replace the current rolling six monthly review process, with fixed quarterly reviews of performance in January, April, July and September.
- The principles adopted in the revised approach provide the potential for more frequent payments paid regularly which CFS believes will be motivational and aid retention.
- The concept of regular performance reviews, and up to market reference linking these to reward fits with the way people naturally develop in these roles and will enable them to move to market reference salary in 2 years or less (faster than previously), and reflect or be better than competitors in this employment market.

Location Allowance / Other Allowances

Following significant adjustment in 2008 and market conditions, it is not proposed to change location allowances or any other benefits or terms and conditions as part of the 2009 pay settlement.

The Offer in Summary

- 1% improvement to the market reference salary point of all pay bands with effect from 1 April 2009
- A revised pay matrix in line with the revised performance definitions
- 3.35% in the 'middle box' of the pay matrix for performance ratings of 'Valued Meets'
- Any increase which is over the pay band maximum will be paid as a one off non-consolidated payment
- Customer Adviser Pay Progression reviews will now be quarterly instead of six monthly.

Subject to a positive ballot result, increases to base pay in line with the pay matrix and one off payments for those colleagues eligible for a pay increase truncated at the revised band maximum, will be implemented on 2 April 2009 pay day.

Please cast your vote on the enclosed ballot paper.

Alastair McGregor

NACO Senior Assistant Secretary

Dave Kennedy

Unite Regional Officer

23 February 2009

Appendix 1.

Organisation Contribution	Level	Minimum	Market Ref Salary	Maximum	Generic Roles
Delivering Business Plans	E1	£52,500	£65,650	£78,850	Specialist Managers
	D3	£45,450	£56,750	£68,100	Customer Relationship Mgrs
	D2	£39,100	£48,850	£58,650	Management Advisers
	D1	£32,300	£40,450	£48,150	Project Managers Resource Managers Technologists
Leading & Advising	C3	£28,100	£34,650	£41,950	Analysts
	C2	£19,900	£27,600	£35,350	Business Advisers
	C1	£17,450	£21,800	£26,200	Customer Consultants Project Consultants Team Managers Technical Advisers Trainers
Implementing Activities	B3	£15,750	£19,200	£23,200	Customer Advisers
	B2	£13,750	£16,550	£20,100	Secretaries
	B1	£12,750	£15,000	£17,900	Service Advisers
	A1	£11,500	£13,000	£16,350	Support Advisers