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From: [Redacted]

Sent: Wednesday, November 16, 2022 10:57 AM

To: All Staff <AllStaff@gamblingcommission.gov.uk>

Subject: Update on Pay Remit 2022/23

Dear colleagues,

At our last Connect with Execs, I spoke about our annual pay remit and negotiations with PCS about this year's pay award. I can now confirm that we have secured approval for a 2% pay increase, backdated to 1 April 2022. We are aiming to award this in November's payroll.

As I have explained before, the Commission is subject to the overall Government pay policy and we cannot set our pay differently. This means I do not have the flexibility to negotiate a specific settlement for the Commission higher than the 2% set by Government.

Having this approved is good news, achieving what we set out to do in terms of making use of the 2% provision for this year's pay award. Thank you to everyone who worked hard to get this done.

As part of our pay remit, you will be aware that we also requested a further flexible pay pot. We applied for and were granted the maximum available equivalent to 1% of our baseline salaries, which amounts to £136,000.

This flexible pay pot has been granted to address recruitment and retention issues as well as addressing pay within our lower graded/paid operational roles. Clearly it is only a small pot, and we are not able to share this across all roles in the Commission.

One of the conditions set for applying for the extra 1% is that it would be targeted at areas where recruitment and/or retention is an issue or where pay is lower than similar roles (internally or externally). This smaller amount of money will therefore be used to address recruitment and

retention issues in areas such as Operational Delivery, and Digital and ITC.

People Services and Executive colleagues are due to finalise the allocation of the flexible pay pot over the next few weeks. Once confirmed, we will aim to action these in the new year. Colleagues who are included in the flexible pay pot will of course be informed by their Executive leads or their line manager.

Please do join us at Connect on 29th November to hear more about the pay remit and our latest colleague updates.

Regards,

A solid black rectangular box used to redact the signature of the sender.