



National Audit Office

The UK's independent public spending  
watchdog

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Reference FOI-1536

Date 9 August 2022

## NAO 2022-23 EMPLOYEE PAY REVIEW

Thank you for your request of 12 July 2022 in relation to the National Audit Office's (NAO)'s most recent pay award. Your request was considered in accordance with the terms of the Freedom of Information Act 2000 (FOIA).

We can confirm that we hold information in scope of your request. Your specific request is reproduced at Annex A for your reference which is where we have also provided the answers and additional information you requested.

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We hope you find this response helpful. Annex B sets out the steps you may wish to take if you are not satisfied with the way we have handled your request.

Yours sincerely

**NAO FOI Team**

## Annex A

### Request for information about the NAO 2022-23 Employee Pay Review.

#### **Freedom of Information Questions and Answers**

(Your request is in italics and the NAO responses are highlighted in bold text)

1] *Please state the effective date (day and month) of your organisation's 2022 pay review. **1 April 2022***

2] *If the 2022 pay review has yet to be finalised please state the month in which you anticipate it will be concluded. **n/a***

3] *Please state the employee group/s covered by the 2022 pay review. **The annual pay award covers all NAO employees excluding the C&AG and non –executive Board members.***

4] *Please state the total number of employees covered by the 2022 pay review. **944***

5] *Please provide a copy of your 2022 pay agreement (if applicable) or generic pay circular sent to employees (that is one that does not identify any individual employee) outlining the outcome of the latest pay review if there are no collective negotiations. **Please see attached***

6] *Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2022 pay review excluding the effect of any incremental progression, merit pay or bonuses. **3%***

7] *If an employee's annual pay award is determined solely according to an assessment of their individual performance (commonly known as a merit increase) as opposed to an across-the-board pay rises (where all employees generally receive the same increase irrespective of their individual performance) please state the percentage of the paybill allocated to fund these awards, the range of increases and whether or not the awards are consolidated. **n/a***

8] *If any employees were eligible for individual performance-related payments or bonuses over and above the general pay rise please state the range of increases (either as a percentage of their base salary or a cash amount as applicable), whether or not they were consolidated into basic pay and please state the overall % of the paybill allocated to fund these awards. **n/a***

9] *Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill. **3%***

10]. *Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations. **PCS***

11] *Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review. **Katie Clifford (katie.clifford@nao.org.uk) and John McCann (john.mccann@nao.org.uk)***

#### **The key elements of our 2022-23 award are summarised below:**

- A 2% increase for all staff paid at or above the midpoint of their salary range
- A sliding scale for those paid below the midpoint of their salary range from 2.05% to 5.5% at the minimum.
- A 3% increase in all trainee pay points
- A 4% increase to the minimum and a 2% increase to the maximum of each pay range
- A 3% increase in the AP/SAN recognition award
- A 2% increase in all allowances (including trainee special increases)
- No increase for colleagues rated Performance Concerns

## **Annex B**

### **Statement of Policy**

Our policy is to respond to requests made under the Freedom of Information Act 2000 as helpfully and promptly as possible, having regard to the principles set out in the Act. I therefore hope you are happy with the way we have handled your request. If you are not, then you should take the following steps.

In the first instance, within 40 working days, write to the National Audit Office Freedom of Information (FOI) Team at [FOI.requests@nao.org.uk](mailto:FOI.requests@nao.org.uk) or by post to:

FOI Team, Red 2, National Audit Office, 157-197 Buckingham Palace Road, London, SW1W 9SP

The Head of FOI will arrange a review, which will be conducted by a senior member of staff who was not involved in decisions relating to your original request. Once the review has been completed, we will write informing you of the outcome.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

<https://ico.org.uk/>

or

Information Commissioner's Office Wycliffe House Water Lane Wilmslow Cheshire SK9 5AF