



National Audit Office

The UK's independent public spending watchdog

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Reference FOI-1770

Date 2 December 2024

2024 NAO PAY REVIEW

Thank you for your email on 18 November 2024 asking for information relating to the NAO pay review. Your request has been handled under the terms of the Freedom of Information Act 2000 (FOIA). We have searched our records and can confirm that we do hold the information you requested. Your specific request is set out in **Annex A** where we have supplied our responses to the points you have raised.

Our policy is to respond to requests as helpfully and promptly as possible. I hope this information is helpful and you are happy with the way we have handled your request. If you are not happy with this response, you can ask for an internal review within 40 working days by writing to the NAO FOI Team at FOI@nao.org.uk. 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 primary way of escalating your concerns to the Information Commissioner is at: <https://ico.org.uk/foicomplaints>.

Yours sincerely

NAO FOI Team

Annex A

1. Please state the effective date (day and month) of your organisation's 2024 pay review covering Department staff below Senior Civil Service level. **1 April 2024**
2. If the 2024 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 2024 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 2024 pay review. **974**
5. Please provide a copy of your 2024 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.
 - **A 3% increase for all staff**
 - **A 4 - 4.5% increase in all trainee pay points**
 - **A 3% increase in allowances (including trainee special increases)**
 - **No increase for colleagues rated Performance Concerns**
6. Please state the % consolidated basic pay rise received by the lowest-paid adult employee as a result of the 2024 pay review excluding the effect of any incremental progression, merit pay or bonuses. **4.5%**
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 rise (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 average increase and whether or not the awards are consolidated. **N/A**
8. If any employees were eligible for one-off individual performance-related payments or bonuses over and above the general pay rise please state the range of awards (either as a percentage of their base salary or a cash amount as applicable) and the overall % of the paybill allocated to fund them. **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**