

## Request:

This is a request for information under the Freedom of Information Act. Please could you provide answers to the following questions about the use of pay supplements (market supplements, incentives) for council job roles as of 1 January 2023. **We have provided a spreadsheet (attached)** to help you fill in the answers and would be grateful if you could complete the information in that way.

- 1) Please list the job roles in the Council that are receiving any kind of supplement in their pay (this could be a recruitment/ retention/ 'welcome' payment), the directorate and service area the job role is in e.g Adult social care, the type of supplement e.g. recruitment and the value of the supplement that the role receives.
- 2) For each job role in the above list, please state its grade, its lowest and highest spine points, its minimum and maximum salary.
- 3) For each job role, please also list how many women currently receive the supplement and how many men as well as the total number that receive it.
- 4) For each job role, please list the month/ year when the supplement was introduced and the month/year when it is due to end or be reviewed.
- 5) Please say which pay spine your Council follows e.g NJC, GLPC II/OL, or local? If possible, please supply us with a copy of your grading structure.
- 6) Please state the total value of the most recent annual Council wage bill and the total value of the annual spend on pay supplements.

## Response:

We cannot provide the information in the format requested due to GDPR under FOI Exemption 40(2). The GDPR applies to 'personal data', which means any information relating to an identifiable person who can be directly or indirectly identified.

However, we can confirm that 74.4% of the total market supplements currently paid (as detailed below) are paid to staff who are employed in skilled/multi-skilled tradesperson roles.

We can provide the following:

We paid 122 market supplements in the period 1/4/22 to 31/1/23

These were paid to 102 males and 20 females in receipt of a market supplement:

0 – 1k	17 payments
1k - 2k	7 payments
2 – 5K	94 payments
5 – 10k	4 payments

Total paid in the above period £191,095.08

We pay in line with NJC pay spine.

Market supplements are usually paid where there is difficulty recruiting to a particular post.