



## FOI202108017 – Annex 2

### ONR Pay award from 1 April 2021

Following agreement of the ONR Pay Offer for 2021, we can now provide additional details of how it will be implemented.

#### **1% consolidated salary increases**

The pay offer provides for a 1% consolidated pay increase to everyone eligible for the pay award who meet or exceed their performance objectives for the 2020/21 performance year.

This will be administered in time for your salary payable at the end of May 2021, backdated to 1 April 2021.

The pay offer specified a minimum uplift of £300 (pro-rata for part time staff), so this will apply for staff when the 1% increase equates to less than £300.

The top and bottom of the existing pay ranges will be uplifted by 1% (or the £300 underpin where applicable), with the new pay scales coming into effect from 1 April 2021 as shown below.

#### **Performance Bonus payments**

The following performance bonus payments will be made to staff eligible for the pay award as one off, non-consolidated payments with their salary at the end of May 2021.

These payments will be subject to tax and National Insurance and are not reckonable for pension purposes.

- For those who receive an “Exceeded” end of year marking: £350
- For those who receive a “Met” end of year marking: £250

#### **Harmonisation of Band 2 and Band 3 Nuclear Security and Safeguards Pay ranges**

From 1 April 2021, Band 2 and Band 3 Security and Safeguard pay ranges will be harmonised. These new scales are shown in the table below.

For those who currently occupy the existing Band 3 and Band 2 Security and Safeguards pay ranges, you will be moved to the new pay range with effect from 1 April 2021. If your salary remains within the minimum and maximum of these pay ranges, no further changes will be made other than the consolidated increase noted above.

For those in these disciplines and bands whose salary does not fall within the new pay scale minimum and maximum, our HR team will be writing to you directly to advise you on the impact.

#### **Competency Pay Progression (CPP) 2021**

CPP arrangements for 2021 will be published during quarter 1 2021/22 based on the revised pay scales from 1 April 2021.