

Pay Protection Policy

1. Introduction

1.1 In situations where pay protection arrangements are applicable, employees will be offered protection arrangements.

2. Scope

2.1 This policy applies to all employees of Nottinghamshire County Council, except for teachers in schools, where the schools have their own procedures.

3. Principles

3.1 The employee will receive salary protection for a period of one year, but with salary being frozen at the point at which pay protection starts, i.e., employees will not receive any subsequent incremental increase or annual cost of living pay award. At the end of the protection period the employee will revert to the maximum spinal column point of the substantive grade of their post.

3.2 Where an employee is redeployed to a post which has a lower level of annual leave (by reference to the grade and service related annual leave matrix) the higher level of leave will be protected for the duration of the pay protection period. At the end of the protection period, annual leave will revert to the level appropriate for the grade of the post then occupied.

3.3 In all cases, individuals will be encouraged to seek a post at the level of their original post and will receive support from their manager.

3.4 Where other allowances are paid e.g. telephone allowances etc. protection will be limited to six months. Market factor supplements are not included in the pay protection arrangements.

3.5 Where an employee's current (pre-protection) salary includes allowances or other payments for non-standard working arrangements, consideration will be given

on a case by case basis as to how these might be reflected in the Scheme of Protection.

The only exception to these proposals would be in circumstances where, as in LGR, nationally negotiated protection arrangements are proposed. The operation of any such specific protection measures would be the subject of separate consultation with the trade unions at that time.

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