



Disclosure ref: 24 Sent: 9<sup>th</sup> May 2019

## Freedom of Information Act 2000 Request

### *Information regarding main collective agreements covering pay and conditions*

#### Request

- 1) *The names of the unions which are signatories to your main collective agreement covering pay and conditions;*
- 2) *The number of employees covered by the agreement;*
- 3) *A list of pay grades and current pay rates. Please indicate any agreed equivalence between the grade names used within the list and the following civil service grades:*

- 1) *Administrative Assistant (AA)*
- 2) *Administrative Officer (AO)*
- 3) *Executive Officer (EO)*
- 4) *Higher Executive Officer (HEO)*
- 5) *Senior Executive Officer (SEO)*
- 6) *Grade 7*
- 7) *Grade 6*

- 4) *A copy of your latest pay settlement. Please provide the following information on how any pay increase has been applied:*

- A) *Is the paybill increase based on pay guidance set by the Treasury?*
- B) *Have there been any changes to the pay scales?*
- C) *Are progression payments being paid?*
- D) *Are performance-related bonuses being paid? If so, what are the arrangements for performance-related bonuses?*

#### Response

- The Crown Prosecution Service (CPS) recognizes two trade unions for the purposes of collective bargaining arrangements for the pay and conditions. These are the Public and Commercial Services Union (PCS) and the FDA.



- The latest pay settlement was for the two year period 2018 and 2019.

The 2018 settlement covered all eligible employees who were in employment at the CPS on 31<sup>st</sup> March 2018 and who were still in our employ on the settlement date of 1<sup>st</sup> April 2018. The number of eligible employees covered by the agreement in post at 31<sup>st</sup> March 2018 was **5904**.

The 2019 settlement covered all eligible employees who were in employment at the CPS on 31<sup>st</sup> March 2019 and who were still in our employ on the settlement date of 1<sup>st</sup> April 2019. The number of eligible employees covered by the agreement in post at 31<sup>st</sup> March 2019 was **5947**.

- The current pay rates for the CPS equivalent grades outlined above and those for the previous year are provided in the attached document labelled as ‘Zimmerman – attachment A’.

For clarification, the following table shows the CPS grades and their Civil Service equivalent grade.

<b>CPS Grade</b>	<b>Civil Service Equivalent grade</b>
A1	Administrative Assistant (AA)
A2 and A2 Personal Secretary	Administrative Officer (AO)
A2 Paralegal Assistant	Administrative Officer (AO)
B1	Executive Officer (EO)
B2 Associate Prosecutor1 Associate Prosecutor2	Higher Executive Officer (HEO)
Crown Prosecutor	
B3	Senior Executive Officer (SEO)
Level D Legal Manager1 Senior Crown Prosecutor Crown Advocate Specialist Prosecutor	Grade 7
Level E Senior Specialist Prosecutor Legal Manager2	Grade 6
Senior Crown Advocate	
Principal Crown Advocate	

- The latest pay settlement is detailed in the attached document labelled as ‘Zimmerman – attachment B’.
- A) Yes, it adheres to published Civil Service Pay Guidance.

- B) Yes, the pay ranges for 2018-19 and 2019-20 are provided in the attachment labelled as 'Zimmerman – Attachment A'. The pay ranges for 2017 are provided in the attached labelled as 'Zimmerman – attachment C'.
- C) No, CPS ceased automatic time served pay progression with effect from 31 March 2014.
- The CPS does not pay performance related increases to employees in the above CPS grades (AA – Grade 6 equivalents).

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