

Ealing Council.

Pay Policy Statement for the financial year 1st April 2020 to 31st March 2021.

Appendix 4 – Pay Protection.

Pay protection

If an employee is assimilated or redeployed to a new role (including medical redeployment) that is a lower grade than their most recent substantive grade, the Council will give pay protection for a period of two years as follows:

- a) Up to a maximum of two grades for the first year; and
- b) For the duration of the second year, pay protection will be reduced to pay protection of the salary difference between the new role and the next grade up. i.e. a one grade difference.

After two years pay protection, the employee would revert to the appropriate grade and increment point of the new role. The tables below give examples of how this would work where the difference between the old and new grade is one grade, two grades and more than two grades.

One grade difference	Grade of Substantive role	Grade of new redeployed role	Grade paid to employee
Year 1	10	9	10
Year 2	N/A	9	10
Year 3 onwards	N/A	9	9

Two grade difference	Grade of Substantive role	Grade of new redeployed role	Grade paid to employee
Year 1	10	8	10
Year 2	N/A	8	9
Year 3 onwards	N/A	8	8

More than two grade difference	Grade of Substantive role	Grade of new redeployed role	Grade paid to employee
Year 1 onwards	10	7	9
Year 2	N/A	7	8
Year 3	N/A	7	7

If however, during the pay protection period, the employee voluntarily moves to a new post, that is at the same or a lower grade than the post to which they have been re-deployed, pay protection will cease.

For the avoidance of doubt, temporary promotions, acting up arrangements, honoraria, secondments are not subject to any pay protection. Where an employee who is on a fixed term contract is entitled to pay protection as a result of this clause, then pay protection will not last beyond the date on which their fixed term contract would have come to an end. Pay protection will not apply where an employee has been demoted as a sanction arising from a disciplinary or appeals process.

Where the possibility exists, the manager and the employee will share responsibility to attempt to develop the lower graded post by adding duties of a similar nature and level to the original grade and commensurate with the skills and abilities of the redeployed employee.