



Strictly Confidential

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General Secretary
Napo

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UNISON

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(By Email)

16 November 2022

Dear Ian and Sue,

Cafcass Pay Remit 2022/23 – Notification from Ministry of Justice

Thank you for meeting us today so that we could tell you about the decision of the Ministry of Justice about our business case and what this means in terms of a pay award that we are able to make in line with the Civil Service Pay Guidance.

As in previous years, as an arms-length body of the Ministry of Justice we have been heavily constrained by government decisions on public sector pay as set out in Cabinet Office Civil Service Pay Guidance. The Pay Guidance allowed for a pay award of up to 2%, with the possibility of an additional 1% being subject to a business case. We had argued strongly and persistently for this additional 1% and we are pleased that this year we have been successful in securing that additional level of flexibility.

In addition to pay elements that are subject to pay guidance rules we have also made efforts to improve other elements of our reward package for example by offering an additional wellbeing day, and to amend rules on expenses such as the temporary uplift in mileage rates and more recent changes to subsistence rates. We have also continued to provide other benefits such as Level 1 membership of BHSF and the reimbursement of SWE registration fees for social work staff.

As you are aware, from within the total pay remit we are also required to fund all in-year pay progression for staff who are moving from commencement to target pay from the 3%. This leaves us with a maximum affordable pay award of:

Sally Cheshire CBE Chair
Jackie Tiotto Chief Executive



- 2.51% increase on all Cafcass pay scales and sport salaries
- 2.51% increase on London Weighting

We fully recognise that this falls significantly short of your pay claim you will want to consult your members on this.

We agreed that we should co-ordinate our initial communications to staff on the pay remit settlement with your own communications with your members. We provisionally suggested for this to take place by close of play on Thursday 17 November, however following discussion with the Corporate Management Team and to avoid sending communications on a scheduled Wellbeing Day we will instead send our communication to staff on the morning of Friday 18 November and we would therefore expect that you will agree to the same. We further agreed to allow a period of 28 days for you to consult with your members, including an indicative ballot on whether the proposed pay award would likely be accepted or not. We agreed a date of 14 December to meet with you again to hear your responses or counter proposals.

We also confirmed that it was not possible to have prepared all of the necessary steps in order to be able to implement a pay award in December payroll and we would therefore begin our preparations on the basis that the award would be applied to salaries in January 2023 along with all necessary back payments.

Yours sincerely

Adam Bowles
Head of HR and Organisational
Development

Jack Cordery
National Director of Operations