



12 December 2017

Dear Colleague,

Cafcass Pay Award 2017-18

I am pleased to be able to write to you to provide details of our pay award for the current financial year, 2017-18. This pay award is the very best that we can achieve within the framework of the Government's public sector pay limit. As you may be aware from previous years, Cafcass is required to operate within a pay remit which is in line with the Government's wider public sector pay strategy. This means that this year's award has once more been limited to a maximum of 1% of our total pay bill.

In recognition of the sustained efforts of all staff in response to the continuing high levels of demand for services, we would of course wish to be able to pay more. This year's award is the best we can achieve however, and ensures that we are able to continue to operate within our pay remit while maximising increases to individual salaries.

2017-18 Pay Award

To ensure that we can make the maximum possible offer for all staff, which recognises their contribution during 2017-18, we will implement a pay award as follows:

- A consolidated pay award of 1% of current salary for all staff.
- A consolidated increase of 1% on London Weighting.

This award will be backdated to 1 April 2017, with payments being processed this month and therefore showing in your December pay slips.

Other Changes for Pay Bands 8 and 9

We are also pleased to announce that in addition to the 2017-18 pay award, we will simultaneously revise the Cafcass pay scale for staff on Bands 8 and 9, to ensure more appropriate pay progression from commencement to target point within each of



Baroness Tyler of Enfield Chair
Anthony Douglas CBE Chief Executive



these bands, and meaningful salary progression for staff progressing from Band 8 to roles at Band 9. We will be writing to those staff separately with further details of this.

Non-Salaried Benefits

I am pleased to be able to say that through significant investment in our talent attraction and resourcing strategies, where we are not limited by the pay remit, we have taken major strides this year to improve our ability to bring additional staff into the organisation. From April to the end of November 2017, we have increased permanent staffing in frontline roles by 105 full-time equivalent roles, and this has been further supported by an increase of an additional 55 agency staff. These increases are helping to alleviate case-loads and ensure that we are continuing to build our capacity for the future.

In addition, we are pleased that we can continue to provide all staff with access to the *Medicash* Health and Wellbeing plan, which we know is highly valued and used extensively by our staff.

We have also continued to invest in workforce wellbeing, which we recognise as being essential for individual health as well as sustaining the resilience and productivity of our workforce at times of such increased demand. We will continue to deliver ongoing support to staff and managers at an individual, team and area level through our dedicated Health and Wellbeing Officers and via our fantastic network of Health and Wellbeing Champions.

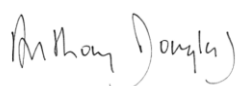
For our social work qualified staff, we have also met the cost of HCPC registration for the current 2-year registration period 2016-18, a decision taken to support our frontline workforce in the face of continued increasing demand for our services.

Summary

We want to ensure that as far as possible we can provide a tangible financial reward in recognition of your continued efforts. We believe this pay award is an improvement on previous years, given the consolidated nature of the award to all staff at the maximum possible 1%.

Following consultation with our Trade Unions we are making this announcement before Christmas in order that pay increases, including backdated payments, can be paid through the December 2017 payroll.

Yours sincerely,



Anthony Douglas, CBE
Chief Executive

Appendix 1 – Revised 2017-18 Cafcass Pay Scales

Staff Categories with some example roles within each band	Salary Band	Job Evaluation Points	Salary Point	Salary
Data Input Clerk	1	200 - 250	Commencement	£15,587
			Target	£16,365
Business Service Officers	2	275 - 300	Commencement	£18,002
			Target	£20,475
New Grade	3	325 - 350	Commencement	£21,010
			Target	£22,350
Corporate Service Roles	4	375 - 400	Commencement	£23,760
			Target	£25,945
NQSWs	5	425 - 475	Commencement	£28,399
			Target	£32,767
Specialist Staff	6	500 - 550	Commencement	£32,822
			Target	£37,106
FCAs	7	575 - 625	Commencement	£37,213
			Target	£41,496
Practice Supervisors	8	650 - 675	Commencement	£43,155
			Target	£44,675
Service Managers	9	700 - 725	Commencement	£46,452
			Target	£48,189
Senior Service Managers	10	750 - 800	Commencement	£49,904
			Target	£53,335