

# Derry City & Strabane District Council

## Pay Protection Policy

### **Introduction**

The Council aims to support successful organisational change by providing for employees' contractual pay to be protected in cases where an employee is transferred into the new Council structure on a scale lower than that occupied in the legacy Council.

The Council will in the first instance consider removing detriment through job enlargement and job enrichment before applying protection.

### **What pay is protected?**

The pay protected will be the employee's substantive pay rate which includes the basic pay for the job and any additional contractual payments.

Pay protection will be for a four year period from the date of change of pay.

Any sick pay, holiday pay, maternity, paternity or adoption pay will reflect the level of protected pay. All protected pay is pensionable.

All pay related enhancements are not protected including overtime and bank holiday working.

### **What happens during the protection period?**

During the protection period:

- there will be no annual incremental progression on the protected scale.
- pay awards will not be applied until the substantive scale is equal to or greater than the protected salary.
- protection may end or be reduced within the four year period where:
  - the employee is successful in securing another role which provides an enhanced career opportunity.
  - the new substantive scale catches up with the protected basic salary.
- Council will continue to look for suitable alternative employment during the pay protection period.

Employees have a shared responsibility in seeking redeployment and must adopt a reasonable and flexible approach when considering alternative roles.

### **What happens at the end of the pay protection period?**

At the end of the four year period, pay will be adjusted to nearest point of the substantive scale.

### **What is the effect on pension benefits?**

In certain circumstances it is possible to protect pension benefits where there has been a reduction in pensionable pay. Employees must be aware that benefits can only be protected in accordance with NILGOSC regulations and Council policies. Advice and guidance should be sought from the Human Resources section in relation to this.

### **Review of policy**

The policy will be reviewed 12 months after implementation.