**Pay Scale Policy**

Agreed by on

Date for next check:

Staff should be able to understand how their pay is set.

All Wales People First wants to be fair to everyone.

**The pay scale**

We use the NJC pay scale.

If NJC agrees a pay award which would affect the organisation’s funds very badly, then the Board may decide that a pay increase agreed by NJC cannot be given to AWPF staff.

If this becomes necessary, then any changes to terms and conditions will be subject to a period of staff consultation, as required by law.

NJC stands for National Joint Council for Local Government Association.

This pay scale is updated every year.

The pay scale is on the Internet.

**Who sets the pay?**

The Board set the pay for each job.

**How is pay set?**

All Wales People First needs to use money well.

This means paying the right money for each job.

All Wales People First will use:

* the job description
* the person specification

**Being open about pay**

All Wales People First will include information about pay in the Annual Report.

**Other ways we value our staff**

Pay is important.

Other things are important too.

We value our staff so we try to give them:

* flexible working
* training and development opportunities
* control over their work