



**Via E-mail  
Without Prejudice - Not for Publication**

S Donnelly  
Prospect Connect Sector  
30 St George's Road  
Wimbledon  
London  
SW19 4BD

27 May 2011

Dear Mr Donnelly

**PROSPECT 2011 ANNUAL PAY REVIEW  
EX-ACCENTURE GRADES CASE MANAGEMENT**

At our meeting of 17<sup>th</sup> May 2011 I said I would write formally to Prospect setting out the position agreed between negotiators on the 2011 Annual Pay Review for those ex-Accenture employees covered by TUPE within the Case Management work activity in relation to the grade levels B,C,D and E.

During our series of meetings I have explained in some detail the challenges facing the company and the need to maintain control over expenditure if we are to remain competitive in the current and forecast economic environment. Equally, I believe, that the position we have reached reflects the points put forward by Prospect and the balance with other pay awards agreed.

The pay offer is as follows:

**Pay**

- In June 2011 and June 2012, a 3% pay quantum will be applied which we will allocate through a pay matrix approach.
- Salary increases for the June 2011 pay award only will be applied in line with the following performance matrix

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Performance Rating	Under	Z1	Z2	Z3	Z4	Over
At Very Top		6.3%	5.5%	4.9%	3.0%	0.0%
Significantly Above			5.0%	4.5%	2.5%	0.0%
Above		4.8%	4.5%	4.0%	2.0%	0.0%
Consistent With			3.5%	3.0%	1.5%	0.0%
Below			0.0%	0.0%	0.0%	0.0%

- The value of any increase over the maximum of zone 4 or over the individual's "personal rights" maximum will be paid as a non-pensionable unconsolidated payment. We can confirm that for the June 2011 review the increases will not take anyone over the maximum of the range or personal rights maximum.
- Further discussions will take place on the matrix to be applied for the June 2012 pay award based upon a 3% quantum.

We believe that the above is a fair and considered settlement that reflects the arguments put forward by the union, the contribution made by our employees and allows for a period of stability for all.

I trust that Prospect will be able to fully recommend this offer to its members in a consultative ballot and I look forward to receiving your reply.

Yours sincerely

A PARK

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