

Beverly Bird,
Head of Reward,
Ministry of Defence

Dear Ms Bird,

Professors of Music (Academic and Instrumental - mandates 6048, 2018 and 2812) - Pay Reviews 2011-16

It appears that, owing to the peculiarities of the previous systems governing the pay awards for Professors of Music, that no pay increase has been applied to these mandates since the 2010 pay review.

Prospect seeks correction of this oversight, through:

- i) The application for the 2016-2017 pay award of a compounded increase that reflects the average increases applied across MoD Main scales in the intervening period.
- ii) The payment of an aggregated pro-rata back-pay figure to each individual.

To assist this, we have used the data available on the historic pay rates from people services and applied the average pay awards ref MoD Main for each year.

Mandate		2821			2018			6048		
Year	Average award	PoM Instrumental	Delta	Cumulative Delta	PoM Academic	Delta	Cumulative Delta	PoM Academ	Delta	Cumulative Delta
2010-11		£45,334			£53,112			£55,526		
2011-12	0%	£45,334	£0	£0	£53,112	£0	£0	£55,526	£0	£0
2012-13	0%	£45,334	£0	£0	£53,112	£0	£0	£55,526	£0	£0
2013-14	1%	£45,787	£453	£453	£53,643	£531	£531	£56,081	£555	£555
2014-15	1%	£46,245	£458	£911	£54,180	£536	£1,068	£56,642	£561	£1,116
2015-16	0.93%	£46,675	£430	£1,341	£54,683	£504	£1,571	£57,169	£527	£1,643
2016-17	0.89%	£47,091	£415	£1,757	£55,170	£487	£2,058	£57,678	£509	£2,152

The pay rates shown are those used to calculate the notional hourly rate applied to these members of staff, the vast majority of whom work a small number of part-time hours for the department.

The effect of Prospect's claim would be to uprate the basis for the hourly rate calculations to the figures in the bottom left cell for each role. The back pay figures are the cumulative delta in the bottom right cell for each role, and would need to be applied pro-rata to part time employees against their actual contracted hours.

It is important that we address this issue immediately, given the failure to implement pay increases over a number of years. (This will then begin to reflect then on staff member's pensions values as they go forward).

We therefore propose that in the 2016 pay round the pay rate for each role becomes as shown in the table, the bottom left cell for each role, and that these are applied as soon as is practicable through DBS (ideally for September pay, assuming that we are too late for August).

Additionally we propose that each of the professors receives a one off, pensionable, pro-rata back payment based on the figures shown in the table at the bottom right cell for each role.

For the future, we propose that this pay negotiation is urgently brought back into MOD Main as the HR machinery to undertake this task no longer effectively exists within the TLBs (PoMs are employed in Navy and Army only).

The total cost of this exercise is not great, given the small number of individuals involved and hours worked. Prospect believes that the solution proposed above is a straightforward way for the Department to address the anomaly that has arisen from the Professors of Music being overlooked in successive pay reviews, and to recognise the important contribution of these highly specialist civil servants, who are internationally renowned practitioners in their field.

Yours sincerely,

Steph Marston
Assistant Secretary, Defence