

Healthwatch Cambridgeshire and Peterborough Pay Review Policy

Healthwatch Cambridgeshire and Peterborough understands the value of fair remuneration for staff and the role that this has to play in recruiting and retaining a skilled and committed workforce.

As a responsible employer Healthwatch Cambridgeshire and Peterborough Board will annually review salaries to recognise increases in the cost of living. This policy sets out the principles and process for that review.

Process

- The annual review will be undertaken by the General Purposes Group every April and a recommendation made to the next Healthwatch Cambridgeshire and Peterborough Board.
- The increase will be informed by cost of living uplifts in comparator sectors; the NHS¹, the voluntary sector² and local government³.
- Awards approved by the Board are backdated to 1st April each year.

Principles

- The increase is to recognise cost of living and will assist the organisation with recruitment and retention of quality staff.
- Approving an increase will not be seen as an obligation.
- Consideration will be given to affordability and identified in the annual budget setting process.
- Healthwatch Cambridgeshire and Peterborough will not use pay as a tool to drive performance.
- Healthwatch Cambridgeshire and Peterborough will pay the Real Living Wage.

Approved by Healthwatch Cambridgeshire and Peterborough Board of Directors

Date: January 2021

For Review

Date: January 2024

Responsible Officer

Chief Executive Officer of Healthwatch Cambridgeshire and Peterborough

¹ [NHS Pay Review Body - NHS Employers](#)

² [Salaries – NCVO Knowhow](#)

³ [Council employees' improved pay offer announced | Local Government Association](#)