

## Transfer of DESC roles to the PSC Frequently Asked Questions No. 4

### What is the update from the project team?

A final Quality Assurance Panel was held on 24 June 2022 with recognised Union representations to complete the scoring of grades.

Various options were considered by the Department of Education Sport and Culture and the PSC regarding where roles would assimilate to on the PSC pay scale. This included a market rating exercise, and the final assimilated grades (below) were deemed most appropriate and beneficial for staff, in line with the Equality Act.

The Joint Negotiating Committee (JNC) for Education Support Staff met on 29 June 2022 and agreed an implementation date of 1 September 2022.

Letters will be sent to staff by the end of the summer term as promised.

### Where will Education Support Staff roles assimilate to on the PSC pay scales?

Current Grade			PSC Grade Assimilating To			
	Min	Max		Min	Mid	Max
<b>L1 ESA</b>	£21,514	£24,740	<b>Pay Band 5 (ESA/D216)</b>	£21,423	£23,618	£26,039
<b>L2 ESO</b>	£25,333	£29,337	<b>Pay Band 7 (ESO/AO)</b>	£23,618	£26,039	£28,489
<b>L3 SESO</b>	£30,237	£36,873	<b>Pay Band 13 (SESO/EO)</b>	£30,910	£33,490	£36,113
<b>L4 PESO</b>	£36,155	£45,369	<b>Pay Band 19 (PESO/HEO)</b>	£38,931	£41,978	£45,281

#### Please note:

- There is no correlation between the ESS Pay scales and spine points and the PSC Pay scales and spine points, they are totally separate.
- The amounts shown do not take into consideration the actual pro rata pay (eg. term time and part time hours worked, term time annual leave and bank holiday)

### Where will my post assimilate to on the new scale?

You will assimilate on 1 September 2022 to the nearest spine point on the new pay band which is above your existing spine point. Where this is on the first or second point, you will automatically move up to the next point on your next increment date. If the maximum of your current scale is higher than that

of scale you are assimilating to then pay protection in the form of a percentage uplift, under the 10+4 rule, will be applied to your pay at the appropriate stage.

### **What will my gross pay actually be, what is my current spine point and where do I find this information out?**

The Grading Project Team acknowledge that each individuals circumstances are different and therefore we will be sending out a follow up letter to advise what this means in real monetary terms for you. This will include:

- 1) what your current spine point is (based on ESS payscales)
- 2) what your current gross pay is (based on the ESS payscales)
- 3) what your new/assimilated spine point will be (based on PSC payscales)
- 4) what your new/assimilated gross pay is (based on the PSC payscales)

### **Do my terms and conditions change?**

No apart from your pay and grade. At present your Education Support Staff terms and conditions remain the same, however work will commence from September 2022 to harmonise terms and conditions with the PSC.

### **My letter says my job moves to a lower rate. Will my pay be protected?**

Yes. All current staff affected by assimilation to a lower pay spine will be pay protected under the 10+4 rule. This rule provides that you will retain the existing salary scale/wage rate at the time of the regrading for 10 years from the date of the introduction of the new grading scheme. Your pay will be increased by future annual pay increases, and any existing incremental progression will continue to apply. After 10 years, pay will be matched to the new rate over a period of 4 years by progressively reducing in equal instalments before settling at the new rate. The pay protection will be paid as a percentage of your basic salary, which will be detailed on your payslip.

### **When does the 10+4 pay protection period commence?**

The JNC met on 29 June 2022 where it was agreed that the 10+4 pay protection period will commence from 1 September 2022. Therefore in 2032 pay will begin to reduce to meet the appropriate pay for the new rate over the course of the 4 remaining years, reaching the new rate from 2036.

### **What will happen to new starters?**

New starters with effect from 1 September 2022 will commence on the PSC pay bands, as appropriate, with all other terms and conditions being in line existing Education Support Staff until the harmonisation of terms to PSC has been concluded.

### **What happens if I apply for a promotion, e.g. I am an ESO and want to apply for an SESO position?**

If you were successfully appointed to be an SESO you would commence employment as a SESO on Pay Band 13. The Minimum Promotion Increase Guarantee may apply, for more information please click on <https://hr.gov.im/media/1259/mpig-guidance-final-annex-4.pdf>

### **What happens if I transfer to another school on the same grade?**

Nothing will change. You will move on your existing grade and your pay protection will continue to apply.

### **What happens to my pay protection if I move to a different job within the PSC?**

If you move to a job at your protected grade, you stay at that grade and pay rate and the pay protection will continue. If you voluntarily move to a job at a different grade then the pay protection ceases and you will be paid at the appropriate rate for the grade of the new job. If the new grade constitutes a promotion then the Minimum Promotion Increase Guarantee may apply.

### **I have a relief post as well, what will happen to my pay on this post?**

Your relief position will also assimilate to the same spine point as your contracted position, however pay protection will not apply to relief posts.

### **I am on the first point of the SESO pay scale and my letter says I will assimilate over to Pay Band 13, what will happen to my pay?**

You will assimilate to the closest relevant spine point on the Pay Band 13 scale and under the 10+4 pay protection rule, you will retain your rights to increment to the maximum of the current SESO payscale. This is achieved by applying an additional element to your basic pay which will be visible as a percentage uplift on your monthly payslip. **The assimilation chart at the end of this document shows what will happen to your spine point and pay protection based on your current spine point.**

**I am on point 24 of the ESO pay scale and my letter says I will assimilate over to Pay Band 7, what will happen to my pay?**

You will assimilate to the closest relevant spine point on the Pay Band 7 scale and under the 10+4 pay protection rule, you will retain your rights to increment to the maximum of the current ESO payscale. This is achieved by applying an additional element to your basic pay which will be visible as a percentage uplift on your monthly payslip. The assimilation chart at the end of this document shows what will happen to your spine point and pay protection based on your current spine point.

**Will this affect my pension?**

Your pension is unlikely to be affected by this change. If you remain at your protected grade for 20 years before retiring, your pension is likely to be affected because the Government Unified pension scheme is based on the highest earnings over a three year period in any of the last 13 years when you retire.

**What if my role has changed since the project started?**

Colleagues are encouraged to discuss this with their line manager/ Headteachers in the first instance, any queries please contact [OHRJE@gov.im](mailto:OHRJE@gov.im)

**My job is different to everyone else, how can you put me in a grade with them or compare my pay to theirs?**

The job evaluation system looks at the factors that are common to all jobs and measures things like the level of qualifications, the degree of problem solving and decision-making, team work and responsibility and determines overall which grade is applicable. It enables jobs that appear to be very different to be compared to each other.

**Can I appeal the grade outcome?**

Yes. For information regarding appeals please contact [OHRJE@gov.im](mailto:OHRJE@gov.im). Submissions will be accepted until 30 September 2022.

**Office of Human Resources  
July 2022**

DESC Transfer to PSC – FAQs No. 4

	My Current Pay		My New Pay in Year One				Year Two		Year Three		Year Four		Year Five		Year Six		Year Seven		Year Eight		Year Nine		Year Ten	
	My Current Spine Point (Sp Pt.)	Full Time Annual Pay	PSC Spine Point that I will assimilate to	New Full Time Annual Salary (not inc. 10+4)	Will I Retain my Current Increment Date?	10+4 Percentage Uplift (if applicable)	Spine Point	10+4 %	Spine Point	10+4 %	Spine Point	10+4 %	Spine Point	10+4 %	Spine Point	10+4 %	Spine Point	10+4 %	Spine Point	10+4 %	Spine Point	10+4 %	Spine Point	10+4 %
ESA	16	£21,514	14	£23,618	No	N/A	16	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A
	17	£21,985	14	£23,618	No	N/A	16	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A
	18	£22,379	14	£23,618	No	N/A	16	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A
	19	£23,152	14	£23,618	Yes	N/A	16	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A
	20	£23,932	16	£26,039	No	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A
	21	£24,740	16	£26,039	N/A	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A	MAX	N/A

ESO	22	£25,333	16	£26,039	No	N/A	18	N/A	18	N/A	18	N/A	18	N/A	18	3%	18	3%	18	3%	18	3%	18	3%
	23	£26,025	16	£26,039	Yes	N/A	18	N/A	18	N/A	18	N/A	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%
	24	£26,817	18	£28,489	No	N/A	18	N/A	18	N/A	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%
	25	£27,612	18	£28,489	No	N/A	18	N/A	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%
	26	£28,452	18	£28,489	No	N/A	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%
	27	£29,337	18	£28,489	N/A	3%	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%	18	3%

SESO	28	£30,237	20	£30,910	Yes	N/A	22	N/A	24	N/A	24	N/A	24	N/A	24	N/A	24	0.5%	24	2.5%	24	2.5%	24	2.5%
	29	£31,365	22	£33,490	No	N/A	24	N/A	24	N/A	24	N/A	24	N/A	24	0.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%
	30	£32,357	22	£33,490	No	N/A	24	N/A	24	N/A	24	N/A	24	0.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%
	31	£33,320	22	£33,490	Yes	N/A	24	N/A	24	N/A	24	0.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%
	32	£34,252	24	£36,113	No	N/A	24	N/A	24	0.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%
	33	£35,210	24	£36,113	Yes	N/A	24	0.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%
	34	£36,155	24	£36,113	Yes	0.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%
	35	£36,873	24	£36,113	N/A	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%	24	2.5%

SESO 3Ps	38	£39,897	24	£36,113	N/A	10.5%	24	10.5%	24	10.5%	24	10.5%	24	10.5%	24	10.5%	24	10.5%	24	10.5%	24	10.5%	24	10.5%
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PESO	34	£36,155	26	£38,931	No	N/A	28	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	0.5%
	35	£36,873	26	£38,931	No	N/A	28	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	0.5%
	36	£37,807	26	£38,931	No	N/A	28	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	0.5%	30	0.5%	30	0.5%
	37	£38,810	26	£38,931	Yes	N/A	28	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	0.5%	30	0.5%	30	0.5%	30	0.5%
	38	£39,897	28	£41,978	No	N/A	30	N/A	30	N/A	30	N/A	30	N/A	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%
	39	£41,153	28	£41,978	Yes	N/A	30	N/A	30	N/A	30	N/A	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%
	40	£42,187	30	£45,281	No	N/A	30	N/A	30	N/A	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%
	41	£43,250	30	£45,281	No	N/A	30	N/A	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%
	42	£44,308	30	£45,281	Yes	N/A	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%
PESO	43	£45,369	30	£45,281	N/A	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%	30	0.5%
	44	£46,534	31	£47,019	Yes	N/A	31	2.0%	31	2.0%	31	2%	31	2%	31	2%	31	2%	31	2%	31	2.0%	31	2.0%
	45	£47,729	31	£47,019	N/A	2.0%	31	2.0%	31	2.0%	31	2%	31	2%	31	2%	31	2%	31	2%	31	2.0%	31	2.0%

***Above is the Assimilation Chart which is for example purposes ONLY. The chart shows; your current level, current ESS spine point and salary, the PSC spine point and salary and when the 10+4% pay protection should start from (highlighted in grey) with each of the ten years shown along the top row.***

## **Other information about the Assimilation Chart**

- a. The salary amounts on the above chart show the annual salary amount for a fulltime position (37 hours per week) working all year round (not term time). The amounts shown do not take into consideration the actual pro rata pay (eg. term time and part time hours worked, term time annual leave and bank holiday).
- b. Any future annual pay awards for the PSC will apply as appropriate.

## **How to use the Assimilation Chart**

*The following example is shown ONLY for the purpose of additional guidance: Please use the above assimilation chart and follow the green outlines to see how this example provided works.*

**I am an SESO.** – Find your current ESS level on the left hand side

**I am currently on the ESS Pay Scales at Spine Point 30.** - Find your current spine point to the right of your ESS level – If you do not know your current spine point, please contact the project team at [OHRJE@gov.im](mailto:OHRJE@gov.im) who will be able to provide this information.

**My letter says I will assimilate / move to PSC Pay Scales at Spine point 22.** – Follow to the right hand side and find the spine point you will assimilate / move to.

**The tables shows that I WILL NOT keep my current incremental date.** - If the chart shows that you WILL NOT keep your current incremental date your incremental date will be 1st SEPTEMBER.

**Year 2, 3, 4 and 5 shows that I do not get any pay protection.** – If the chart shows that you do not yet get pay protection this will be because you do not yet need pay protection. It means that you are getting paid the same or more than you were when you were on the ESS Pay Scales. Your pay protection is only activated when you are getting less money than you were when you were on the ESS Pay Scales. This is to make sure no one loses out on any money and that you will get the same money as you were before the transfer happened.

**Year 6, 7, 8, 9 and 10 shows that I do get pay protection.** – On the chart where the chart does change to a grey colour, this means that this is when your pay protection will be activated. This means your salary is protected to ensure you receive that same amount of money you were on before the transfer happened.