

ANNUAL PAY AWARD 2024

What to expect



Changing childhoods.
Changing lives.

Earlier this year, we agreed to pay an Annual Pay Award increase for all eligible colleagues.



What does this mean?

We are offering most colleagues an Annual Pay Award increase of either 1% or 2%, with those on lower pay grades receiving a higher increase.

This will be effective from 1 June 2024 and paid on 21 June.



Who is eligible?

All colleagues who are on our internal Pay Framework will receive the Annual Pay Award, except for those on Grade F Step 1, as this pay step will remain at the Real Living Wage rate.

The total Pay Award increase for Grade F (excluding Step 1) in 2024 was an average of 7.44%. Some of this was paid in April as part of the Real Living Wage increase, and the remainder will be paid in June.



What does this mean?

For colleagues in Pay Grades A, B, C, and D, you will receive a 1% increase.

For colleagues in Pay Grade E*, you will receive a 2% increase.

For colleagues in Pay Grade F**, you will receive an average 2% increase.



*If you were eligible for the Real Living Wage increase adjustment, part of this increase will already have been paid in April, and you'll receive the rest in June if applicable. For example, if you received 1% increase in April, you will receive the further 1% increase in June)

** Colleagues on Grade F, Step 1 will not receive the Annual Pay Award increase, as you will have received the full Real Living Wage increase adjustment in April.

Check your new salary

Your payslip on Friday 21 June will include your new monthly salary, but in the meantime you can find your new annual salary so you know what to expect.

Please note, your annual salary is your total salary before your deductions and adjustments (For example: National Insurance, Pension, Student loan etc.)



Step 1

Find your job family, pay band, and pay step:

- Your Barnardo's contract will tell you which job family, pay band, and pay step you are on.
- If you have had a change in contract, please check the most recent version.
- You can also check your pay consultation letter if you received one in 2023.
- If you can't find this information, ask your line manager.

Example

Job family: Children's Services

Pay Grade: D

Pay Step: 2

Location: Rest of UK



Step 2

Check your new annual salary:

- Use the information about your job family, Pay Grade, and Pay Step, to find your new full time equivalent annual salary on our [updated Barnardo's Pay Framework](#)



Pay Framework
(Fixed compensation plans)

1st June 2024
(including Pay Award for 2024)

Step 3

On Friday 21 June, check your payslip:

- You will receive an email from EY Interact Payroll telling you that your new payslip is ready to view on the [EY Interact Payroll portal](#)
- Here, you'll find your new monthly salary, with deductions and adjustments applied
- If you think something doesn't look right, please do the following:



Check with your line manager



Raise a ticket on the [Business Services Hub](#)



If you haven't been paid, or have been significantly underpaid, call the phone line: 02084 987777 (open Friday 21 June, 9am - 5pm)