

14 August 2023

PCS rejects Department for Transport 2023/24 pay offer

The DfT have today (14) published their pay offer for 2023/24. PCS has rejected it as it falls significantly short of our national demands.

The pay offer made by the Department of Transport (DfT) for 2023/24 falls well below our pay claim for a minimum 10% increase to account for the cost-of-living crisis our members face and the rising rate of inflation.

The pay award ranges from 3% to 6% dependent on grade. It fails to ensure that all employees receive a minimum 4.5% consolidated increase, in line with the Cabinet Office pay remit, a remit that was increased as a result of industrial action taken by PCS members.

Despite the repeated claims from the employer's representatives that the offer reflects the best that can be secured via negotiations, we believe that more could be offered.

PCS has written to the DfT's Head of Reward rejecting the offer.

The DfT did not engage in meaningful negotiation with the unions and tabled an initial offer followed by the final offer within a week.

Under the pay offer, administrative assistants are set to receive a mean award lower than that proposed for staff at other grades. This is unacceptable and does not demonstrate a commitment to address endemic low pay for the very lowest paid in the department and its agencies.

Additionally, the **DfT has failed to:**

- consult with PCS and undertake an Equality Impact Assessment
- address our concerns around a non-consolidated payment for those on the pay maxima,

- achieve the goal of moving people up through the pay ranges as the minimas have increased again,
- consider our request for an increase in annual leave,
- ensure all employees receive a minimum 4.5% consolidated increase,
- protect those on performance management measures, some of whom have protected characteristics, by deferring their pay increase during a cost-of-living crisis,
- address the concerns around the inequalities of local recognition awards.

PCS will now hold members' meetings to discuss the pay offer and our next steps.