

26 September 2024

HMRC Pay offer 2024/25

HMRC published its pay offer to members on 25 September. PCS will consult with members throughout October to gather their views on the offer.

HMRC has published its pay offer for 2024/25. Given the pay remit guidance of 5% the offer was always going to be far short of our national pay demands however GEC negotiators have sought to maximise the benefits for member.

HMRC agree with PCS on calculation of National Minimum Wage

HMRC have agreed that for 2025/26 National Minimum Wage will be calculated on the basis of 42 hours a week for full time staff rather than 37 hours. HMRC have indicated that because of the upcoming Government Spending Review they are unable at present to extend this agreement beyond then.

Members in receipt of Universal Credit

PCS is aware of the concerns of members who receive Universal Credit regarding the adverse impact a backdated pay increase will have on their benefits entitlement. We have raised this on several occasions and have suggested that staff should have the option of receiving the backdated pay in instalments. HMRC say that they can't do this and they have received advice which indicates that staff might face other financial implications regarding entitlement to Universal Credit if payments are delayed or staggered.

2024 Base Pay Awards offer - HMRC Standard terms

National

Grade	Base Pay Award	Average % award
Admin Assistant	£1,254	5.00%
Assistant Officer	£1,555	6.20%
Officer	£1,577	5.35%
Higher Officer/HR Fast Stream	£1,698	4.67%

Senior Officer	£2,062	4.68%
Grade 7	£2,708	4.58%
Grade 6	£3,331	4.58%

London

Grade	Base Pay Award	Average % award
Admin Assistant	£1,414	5.00%
Assistant Officer	£1,459	5.10%
Officer	£1,788	5.21%
Higher Officer	£1,930	4.66%
Senior Officer	£2,273	4.72%
Grade 7	£3,047	4.58%
Grade 6	£3,672	4.56%

Members' meetings

HMRC have agreed 1 hour official time for PCS members to attend pay meetings. During October a series of meetings will be arranged using Microsoft Teams Live on HMRC systems. Further details will follow.