

Support Staff Incremental Pay Increases

1. Since 1 April 2021, Birmingham City Council has de-coupled pay progression from appraisal. All BCC NJC (Support) staff are subject to an annual appraisal process, however, the outcomes are no longer linked to incremental progression.
2. Subject to point 3 below, annual increments shall be granted on 1st April each year until the maximum of the grade is reached, subject to having completed six months' satisfactory performance in post (whether that post has been attained by appointment, promotion, secondment, acting up or regrading), having commenced prior to 1st October in the preceding year.
3. Employees with less than six-months' service in grade by 1st April shall be granted their first increment six-months after their appointment, promotion, secondment, acting up or regrade, subject to satisfactory service and the maximum of the grade. Thereafter, they will receive their annual increments on 1st April each year, subject to the maximum of the grade.
4. Casual Staff do not receive increments.
5. Accelerated increments are not permissible. Only one point can be awarded each year.
6. Honoraria are not affected by this process.

