

The SUN Network Cambridgeshire and Peterborough Pay Review Policy

The SUN Network understands the value of fair remuneration for staff and the role that this has to play in recruiting and retaining a skilled and committed workforce.

As a responsible employer The SUN Network Board will review salaries on an annual basis to recognise increases in the cost of living. This policy sets out the principles and process for that review.

The SUN Network Executive Director will also carry out benchmarking exercises to ascertain the appropriate salary for each job role. The SUN Network is guided by the NJC scale. However, where a member of staff has reached the top of their given NJC spine point, cost of living increments may be awarded on top.

Process

- The reviews will be undertaken by the SUN Network Board
- The increase will be informed by cost-of-living uplifts in comparative sectors; the NHS, the voluntary sector and local government
- Awards approved by the Board are backdated to 1st April each year

Principles

- The increase is to recognise cost of living and will assist the organisation with recruitment and retention of quality staff.
- Approving an increase will not be seen as an obligation
- Consideration will be given to affordability and identified in the annual budget setting process
- The SUN Network will not use pay as a tool to drive performance
- The SUN Network will pay the Real Living Wage

Approved by The SUN Network Board of Directors

Date: January 2023

For Review: January 2026

Responsible Officer

The Executive Director

Signed:



Jonathan Wells
Chair of Directors

Signed:



Lois Sidney
Executive Director

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