Trade Union Pay Negotiations 26/27:
BSR Pay Remit Offer

Introduction

BSR would like to thank the Trade Unions for their time and collaborative approach throughout the pay remit negotiations. The paper shared with Trade Unions was considered by ExCo on Thursday 22nd October.

This paper sets out ExCo's final pay offer, together with the rationale underpinning it.

BSR Offer

The pay remit proposals have been considered at both ExCo and SCS, with discussion focusing on how best to distribute the available funding fairly across BSR.

ExCo considered all four options broadly acceptable. Options 1 and 2 were identified as the preferred approaches to take forward to SLT, particularly in the context of securing broad agreement with Trade Unions. ExCo welcomed a consensus-based approach and encouraged the unions to reach agreement, noting that continued disagreement could disadvantage our people by further delaying payment.

ExCo subsequently considered the two shortlisted options, including their impact across Bands 1–6. Benchmarking considered during the discussion indicated that Band 6 salary ranges were closer to Civil Service and wider public sector averages, while those for Bands 1 and 2 were significantly above the relevant averages.

Following this discussion, Exco identified Option 1 as BSR's preferred approach. This reflected the comparatively stronger market position of Bands 1 and 2 and the case for directing greater support towards colleagues at the lower end of the pay scale, moving their pay further away from the National Minimum Wage. ExCo considered that this provided a clear and reasonable rationale for colleagues across all bands to support the proposal.

Option 1 also maintained a graduated approach across the bands, ensuring that no band received a smaller increase than the band immediately below it. Taken together, these features were considered to offer the fairest and most balanced distribution of the available funding.

Building on ExCo's support for securing broad agreement and the preference for Option 1, the trade unions are asked to consider supporting this option as a fair and appropriate basis for agreement within the available pay remit, enabling payment to our people without further avoidable delay.

Consolidated Pay Award - Option 1

Proposed Increment %				Hourly Rates		Average Increase Per Band		
Band	Pay Award	Pay range minimum	Pay range maximum	Min Hourly	Max Hourly	Band	Pay range minimum	Pay range maximum
BSR Band 1	3.20%	£79,517	£84,794	£36.41	£38.83	Band 1	£2,466	£2,629
BSR Band 2	3.20%	£64,911	£69,395	£29.72	£31.77	Band 2	£2,013	£2,152
BSR Band 3	3.50%	£49,355	£56,359	£22.60	£25.81	Band 3	£1,669	£1,906
BSR Band 4	3.70%	£39,411	£42,584	£18.05	£19.50	Band 4	£1,406	£1,519
BSR Band 5	4.41%	£33,053	£36,095	£15.13	£16.53	Band 5	£1,396	£1,525
BSR Band 6	4.90%	N/a	£29,895	NA	£13.69	Band 6	NA	£1,396

London Weighting to remain the same:

London Weighting
£4,541

Non-Consolidated Pay Award

A 1.29% was agreed as previously confirmed, offered as a flat-rate payment for each employee across BSR, subject to a performance eligibility criteria excluding those currently undergoing formal performance related case work. The pot is valued at £365,241 equivalent to £621per employee across 588 staff.

Next Steps

The Trade Unions are asked to consider the final offer and undertake any consultation required under their internal processes, including whether balloting will take place.

BSR asks that the unions provide a formal written confirmation of their position by 29th October 2026.

HR remains available to clarify any aspect of this offer.