

Understanding PADR and Pay Progression – How do I know if pay progression applies to me?



Are you on the top of your pay scale?

Yes

Pay progression does not apply to you, but you need to have an annual PADR discussion (n.b. If you are on the top two increments of Bands 8c and above pay progression DOES apply)

No

Are you in Pay Band 3 – 9?

Yes

Pay progression applies to you – you need to make sure you have your annual PADR discussion 12-8 weeks before your next increment is due and meet all of your objectives in order to receive your increment

No

Are you in Pay Band 1?

Yes

Pay progression does not apply to you, but you need to have an annual PADR discussion

No

For Band 2 Staff pay progression may apply –it depends on which pay point you are on. If you earn less than £16,132 pro rata (National Living Wage Foundation wage) then pay progression does not apply but you need to have an annual PADR discussion. If you earn more than this (ie pay point 5 or above) then pay progression does apply to you - you need to make sure you have your annual PADR discussion 12-8 weeks before your next increment is due and meet all of your objectives in order to receive your increment . If you aren't sure, ask your manager or supervisor

RECORDING THE OUTCOME

Managers MUST record the outcome of the discussion on ESR, or if ESR Self Service is not available by sending section 1 of the PADR Booklet to LED .

To find out more visit the PADR / Pay Progression Toolkit on the UHB internet site:
www.cardiffandvaleuhb.wales.nhs.uk/padr-pay-progression-toolkit

or ask your manager/supervisor

TRAINING

Skills development programmes currently provided include:

- New Reviewer Training (1-1.5 hours)
- Enhanced Reviewer Skills (1 day)
- Objective Writing (1-1.5 hours)

Contact LED to book a place