

**1 GENERAL**

1. Under this award most pay scales will have their minima removed (see Pay Bulletin 2/05, Paragraph 3. On those scales where the scale minimum will be removed, then Point 2 on the 2004 scale will become the new "Minimum 1" on the 2005 scale; Point 3 on the 2004 scale will become Point 2 on the 2005 scale and so on (with a 0.2% increase in the value of each point to take account of the increase in rates of pay).
2. On those scales where the minimum will be removed, staff appointed on or after 1 October 2004 on the minimum of these pay scales will move automatically to Minimum 1 with effect from 1 August 2005.
3. On those pay scales where the minimum will not be removed, the 2004 Minimum 1 will remain Minimum 1 of the 2005 payscale; Point 2 on the 2004 scale will remain Point 2 of the 2005 scale and so on (with a 0.2% increase in the value of each point to take account of increase to rates of pay).



## 2005 Pay scales

244 PTO (All Disciplines) Area Forest Engineer, Area Foreman, Clerk of Works II, Donaghadee Harbour Master/Foreman of Works, Fire Officer II, Housing Inspector II, Land Survey Technician III Vehicle/Driving Examiner, Warden, Works Technical Officer, Assistant Valuer.		186 HPTO (All Disciplines) Asst Area Transport Manager, Clerk of Works 1, Estates Superintendent, Senior Housing Inspector, Fire Officer 1.		133 SPTO (All Disciplines) Area Transport Manager, Chief Clerk of Works, Fire Surveyor, Deputy Chief Examiner (PSV), Senior Telecomms Engineer Senior Librarian.	
Max	24,581	Max	28,759	Max	36,389
12	23,986	12	28,063	12	35,509
11	23,292	11	27,250	11	34,481
10	22,618	10	26,461	10	33,480
9	21,962	9	25,692	9	32,193
8	21,323	8	24,949	8	30,956
7	20,706	7	24,223	7	29,475
6	20,105	6	23,520	6	28,063
5	19,143	5	22,398	5	26,722
4	18,228	4	21,323	4	25,442
3	17,358	3	20,105	3	24,223
2	16,522	2	18,958	2	23,065
Min 1	15,703	Min 1	17,875	Min 1	21,747

**AA and AO equivalent grades**

333 Nurse Grade C		301 Custodian. 365 Security Guard, Support Grade 1 (Security Guard). 367 Support Grade Band I.		302 Asst Custodian. 393 Support Grade Band 2, 398 Support Grade Band 2 Security Guard.		330 Cleaner.		339 AA London. 314 Typist London.		368 AO London.		355 Field Monument Warden.		
Max	14,825	Max	14,676	Max	12,988			Max	14,072	Max	16,294	Max	16,112	4,027
8	14,466	8	14,321	7	12,673	*Max	11,777	8	13,731	8	15,900	7	15,722	3,930
7	14,175	7	14,032	6	12,420	Min	11,209	7	13,428	7	15,545	6	15,372	3,843
6	13,890	6	13,749	5	12,168			6	13,127	6	15,198	5	15,028	3,758
5	13,609	5	13,472	4	11,924	* Long service pay point		5	12,834	5	14,860	4	14,529	3,632
4	13,337	4	13,200	3	11,684	371 Support Grade 1 (Trainee).		4	12,548	4	14,529	3	14,045	3,511
3	13,068	3	12,935	2	11,449			3	12,268	3	14,205	2	13,735	3,433
2	12,806	2	12,673	Min 1	11,219			2	11,995	2	13,579	Min 1	13,428	3,357
Min 1	12,546	Min 1	12,295					Min 1	11,726	Min 1	12,979			
						Max	12,020							
						Min	11,209							

**EO2 equivalent grades**

289 EO2 Accountant, Audit Assistant (H&SS) (Accountant).		313 Driver and Traffic Examiner, Enforcement Officer.		282 SSO 1.		296 EO2 London. 349 Personal Secretary London		410 Inspector Group 1, Imports Inspector, Fisheries Officer II.		317 Nurse Grade E.		316 Nurse Grade D.		292 Support Manager 3. 303 Supervisor of Security Guards, Support Manager 3 (Supervisor of Security Guards).		261 Instructional Officer	
Max	22,959	Max	20,528	Max	19,913	Max	19,913	Max	19,913	Max	18,924	Max	16,412	Max	18,734	Max	23,914
12	22,404	12	20,031	12	19,431	11	19,431	12	19,431	7	18,466	7	16,015	10	18,280	11	23,336
11	21,954	11	19,628	11	19,039	10	19,039	11	19,039	6	18,095	6	15,692	9	17,913	10	22,864
10	21,511	10	19,233	10	18,655	9	18,655	10	18,655	5	17,729	5	15,377	8	17,550	9	22,404
9	21,076	9	18,847	9	18,280	8	18,280	9	18,280	4	17,373	4	15,067	7	17,197	8	21,954
8	20,653	8	18,466	8	17,913	7	17,913	8	17,913	3	17,024	3	14,763	6	16,851	7	21,511
7	20,236	7	18,095	7	17,550	6	17,550	7	17,550	2	16,679	2	14,466	5	16,512	6	21,076
6	19,829	6	17,729	6	17,197	5	17,197	6	17,197	Min 1	16,345	Min 1	14,175	4	16,179	5	20,653
5	19,431	5	17,373	5	16,851	4	16,851	5	16,851					3	15,854	4	20,236
4	19,039	4	17,024	4	16,512	3	16,345	4	16,015					2	15,534	3	19,829
3	18,655	3	16,512	3	16,179	2	15,854	3	15,221					Min 1	15,221	2	19,431
2	18,280	2	15,534	2	15,534	Min 1	14,915	2	14,321							Min 1	19,039
Min 1	17,550	Min 1	14,614	Min 1	14,614			Min 1	13,472								

2005 Pay scales

**EO1 equivalent grades**

240 EO1 Accountant, Senior Audit Assistant (Accounting).		374 Inspector Group 3, Fisheries Officer 1, Manager/Warden.		287 Telecomms Engineering Technician.		407 Assistant Manager/Warden, Senior Warden, Inspector Group 2, Senior Imports Inspector, Food Technology Technician, Poultry Meat Inspector.		241 Accommodation Manager (Enniskillen).		220 Higher Instructional Officer.		236 Nurse Grade F.		258 Senior Driving and Traffic Examiner.	
Max	26,745	Max	25,419	Max	24,655	Max	24,581	Max	24,581	Max	28,140	Max	24,581	Max	24,581
12	26,098	12	24,804	12	24,058	12	23,986	12	23,986	12	27,459	11	23,986	11	23,986
11	25,572	11	24,058	11	23,573	11	23,157	11	23,157	11	26,907	10	23,033	10	22,909
10	25,056	10	23,573	10	23,098	10	22,665	10	22,665	10	26,364	9	22,533	9	22,402
9	24,551	9	23,098	9	22,633	9	22,181	9	22,181	9	25,834	8	22,041	8	21,904
8	24,058	8	22,633	8	22,177	8	21,706	8	21,706	8	25,313	7	21,561	7	21,413
7	23,573	7	22,177	7	21,730	7	21,239	7	21,239	7	24,804	6	21,085	6	20,935
6	23,098	6	21,730	6	21,295	6	20,574	6	20,783	6	24,304	5	20,622	5	20,461
5	22,633	5	21,295	5	20,444	5	19,529	5	20,335	5	23,815	4	20,164	4	19,997
4	22,177	4	20,444	4	19,628	4	18,346	4	19,693	4	23,336	3	19,717	3	19,543
3	21,511	3	19,233	3	18,466	3	17,229	3	18,879	3	22,864	2	19,082	2	19,095
2	20,653	2	18,095	2	17,373	2	16,179	2	17,913	2	22,404	Min 1	17,913	Min 1	18,655
Min 1	19,829	Min 1	17,024	Min 1	16,345	Min 1	15,221	Min 1	16,851	Min 1	21,954				

246 Support Manager 2		222 Telecomms Technician Engineer II.		235 Senior Enforcement Officer.		216 Meat Inspector.		211 Senior Careers Adviser.	
Max	24,581	Max	26,474	Max	25,419	Max	25,419	Max	24,906
11	23,986	10	25,834	12	24,804	12	24,804	12	24,304
10	22,190	9	25,313	11	24,304	11	24,304	11	23,815
9	21,644	8	24,804	10	23,815	10	23,815	10	23,336
8	21,103	7	24,304	9	23,336	9	22,864	9	22,864
7	20,572	6	23,815	8	22,864	8	21,954	8	22,404
6	20,050	5	23,336	7	22,404	7	21,076	7	21,954
5	19,533	4	22,864	6	21,954	6	20,236	6	21,511
4	19,026	3	22,404	5	21,511	5	19,039	5	21,076
3	18,528	2	21,954	4	21,076	4	17,913	4	20,236
2	18,036	Min 1	21,076	3	20,444	3	16,851	3	19,233
Min 1	17,550			2	19,628	2	15,854	2	18,095
				Min 1	18,466	Min 1	14,915	Min 1	17,024

2005 Pay scales

**SO equivalent grades**

249 Auditor SO IT (MIIA and BATS).		257 Auditor SO IT (MIIA or BATS).		195 Staff Officer Accountant, Auditor (H&SS) (Accountant).		254 Auditor SO (MIIA and BATS).		336 Inspector Group 5.		197 Staff Officer London. 252 Auditor SO (MIIA or BATS).		185 Senior Instructional Officer.		207 Senior Meat Inspector.	
Max	33,450	Max	32,118	Max	30,838	Max	29,911	Max	29,012	Max	28,718	Max	30,525	Max	28,759
12	32,640	12	31,341	12	30,092	12	29,187	12	28,310	12	28,023	11	29,786	12	28,063
11	31,985	11	30,710	11	29,486	11	28,600	11	27,739	11	27,459	10	29,187	11	26,884
10	31,341	10	30,092	10	28,891	10	28,023	10	27,181	10	26,907	9	28,600	10	26,296
9	30,710	9	29,486	9	28,310	9	27,459	9	26,633	9	26,364	8	28,023	9	25,717
8	30,092	8	28,891	8	27,739	8	26,907	8	26,098	8	25,834	7	27,459	8	25,151
7	29,486	7	28,310	7	27,181	7	26,364	7	25,572	7	25,313	6	26,907	7	24,592
6	28,891	6	27,739	6	26,633	6	25,834	6	25,056	6	24,804	5	26,364	6	24,046
5	28,310	5	27,181	5	26,098	5	25,313	5	24,551	5	24,304	4	25,834	5	23,509
4	27,739	4	26,633	4	25,572	4	24,804	4	23,336	4	23,815	3	25,313	4	22,980
3	27,181	3	26,098	3	25,056	3	24,304	3	21,954	3	23,098	2	24,804	3	22,012
2	26,364	2	25,572	2	24,058	2	23,098	2	20,653	2	22,177	Min 1	24,304	2	21,076
Min 1	25,056	Min 1	25,056	Min 1	23,098	Min 1	21,730	Min 1	19,431	Min 1	20,863			Min 1	19,829

204 Supervising Examiner (ADI/Driving Tests).		219 Nurse Grade G.	
Max	28,759	Max	28,759
12	28,063	10	28,063
11	26,597	9	26,317
10	25,993	8	25,696
9	25,399	7	25,084
8	24,814	6	24,484
7	24,239	5	23,894
6	23,675	4	23,310
5	23,118	3	22,738
4	22,574	2	22,176
3	22,038	Min 1	21,188
2	21,076		
Min 1	20,236		



2005 Pay scales

**Grade 7 equivalent (departmental) grades**

070 Inspector I (Agriculture), Chief Fisheries Officer.		082 Principal Inspector (Health and Safety).		090 Inspector (SSI). 098 Accountant (Grade 7), Principal Auditor H&SS (Accountant). 097 Grade 7 Acc't (DHSS).		209 Senior Fire Officer.		086 Development Executive Principal Nurse 110 Nursing Officer. 113 Principal Pharmaceutical Officer.		067 Divisional Veterinary Officer, Senior Veterinary Research Officer II.		089 Grade 7 London Principal Statistician London.		099 Alkali and Radiochemical Inspector	
Max	47,866	Max	47,866	Max	47,866	Max	47,866	Max	47,866	Max	47,928	Max	50,017	Max	58,807
12	46,707	12	46,707	12	46,707	11	46,707	12	46,707	8	46,768	12	48,806	12	57,384
11	45,429	11	45,429	11	45,429	10	45,574	11	45,429	7	45,574	11	47,437	11	56,063
10	44,153	10	44,153	10	44,153	9	44,442	10	44,153	6	44,442	10	46,071	10	54,741
9	42,879	9	42,879	9	42,879	8	43,307	9	42,879	5	43,307	9	44,704	9	53,421
8	41,603	8	41,603	8	41,603	7	42,174	8	41,603	4	42,174	8	43,337	8	52,101
7	40,328	7	40,328	7	40,328	6	41,041	7	40,328	3	41,041	7	41,970	7	50,779
6	39,017	6	39,017	6	39,017	5	39,909	6	39,017	2	39,909	6	40,604	6	49,459
5	37,778	5	37,778	5	37,778	4	38,775	5	37,778	Min 1	37,831	5	39,237	5	47,409
4	36,503	4	36,503	4	36,503	3	37,642	4	36,503			4	37,871	4	45,355
3	34,978	3	35,165	3	34,996	2	36,503	3	34,978			3	36,503	3	43,300
2	33,453	2	33,825	2	33,487	Min 1	35,164	2	33,453			2	34,716	2	41,246
Min 1	31,927	Min 1	32,484	Min 1	31,981			Min 1	31927			Min 1	32,930	Min 1	39,193

055 Pollution Inspector	
Max	58,807
12	57,384
11	55,894
10	54,408
9	52,921
8	51,435
7	49,947
6	48,461
5	46,974
4	45,488
3	41,714
2	37,944
Min 1	34,172

2005 Pay scales

**Grade 6 equivalent (departmental) grades**

025 Deputy Chief Veterinary Research Officer.		034 Assistant Chief Inspector (SSI).		035 Deputy Registrar Land Registry		041 Dental Officer, Medical Officer..		068 Chief Alkali and Radiochemical Inspector.		053 Senior Legal Assistant.	
Max	58,807	Max	58,807	Max	58,807	Max	58,807	Max	68,523	Max	58,807
7	57,384	11	57,384	8	57,384	12	57,384	12	66,864	12	57,384
6	56,063	10	56,063	7	56,063	11	55,894	11	64,966	11	55,894
5	54,741	9	54,741	6	54,741	10	54,408	10	63,071	10	54,408
4	53,421	8	53,421	5	53,421	9	52,921	9	61,176	9	52,921
3	52,101	7	52,101	4	52,101	8	51,435	8	59,280	8	51,435
2	50,779	6	50,779	3	50,779	7	49,947	7	57,386	7	49,947
Min 1	49,459	5	49,459	2	49,459	6	48,461	6	55,491	6	48,461
		4	47,163	Min 1	47,163	5	46,974	5	53,595	5	46,974
		3	44,868			4	45,488	4	51,700	4	45,488
		2	42,572			3	42,786	3	48,914	3	42,786
		Min 1	40,276			2	40,086	2	46,128	2	40,086
						Min 1	37,387	Min 1	43,342	Min 1	37,387

**AT/SO**

AT/SO (A), Senior/Assistant Statistician, Senior/Assistant Economist.	
Max	29,809
11	29,088
10	28,529
9	27,981
8	27,440
7	26,911
6	26,133
5	25,164
4	24,251
3	22,913
2	20,429
Min 1	18,213

2005 Pay scales

**P&T equivalent grades**

145 Curatorial Grade D 131 Valuer I. 73 Senior Psychologist. 155 Senior Scientific Officer. 163 Senior mapping & Charting Officer.		143 Inspector (Health & Safety). 117 Deputy Chief Fisheries Officer, Inspector II (Agriculture), Senior Agricultural Economist.		132 Deputy Chief Trading Standards Officer. 118 Pharmaceutical Officer.		146 Curatorial Grade D+4 (DOE).		79 Higher Psychologist. 181 Librarian. 188 Valuer II. 212 Higher Scientific Officer. 213 Higher Mapping and Charting Officer. 251 Curatorial Grade E Research Assistant (Historic Monuments); Conservation Grade E.. 304 Higher Photographic Officer.		157 Agricultural Economist, Inspector III (Agric), Senior Fisheries Officer.		187 Telecomms Technician Engineer I. 215 Fire Officer.		208 Ships Captain.	
Max	36,389	Max	39,361	Max	37,847	Max	39,361	Max	28,759	Max	33,644	Max	32,352	Max	29,911
12	35,509	12	38,409	12	36,931	12	38,409	12	28,063	12	32,830	12	31,569	12	29,187
11	34,481	11	37,293	11	35,860	11	37,293	11	27,250	11	31,569	11	30,354	11	28,342
10	33,480	10	36,212	10	34,820	10	36,212	10	26,461	10	30,354	10	29,187	10	27,520
9	32,193	9	34,481	9	33,810	9	34,481	9	25,692	9	28,620	9	28,063	9	26,722
8	30,956	8	32,830	8	32,830	8	32,830	8	24,949	8	26,986	8	26,986	8	25,946
7	29,475	7	30,956	7	30,956	7	31,569	7	24,223	7	25,442	7	25,442	7	24,949
6	28,063	6	29,187	6	29,187	6	30,058	6	23,520	6	23,986	6	23,986	6	23,986
5	26,722	5	27,520	5	27,520	5	28,342	5	22,618	5	22,618	5	22,618	5	22,618
4	25,442	4	25,946	4	25,946	4	26,722	4	21,323	4	21,323	4	21,323	4	21,323
3	24,223	3	24,463	3	24,463	3	25,193	3	20,105	3	20,105	3	20,105	3	20,105
2	23,065	2	23,065	2	23,065	2	23,753	2	18,958	2	18,958	2	18,958	2	18,958
Min 1	21,747	Min 1	21,747	Min 1	21,747	Min 1	22,398	Min 1	17,875	Min 1	17,875	Min 1	17,875	Min 1	17,875

182 Area Inspector (TSB).		223 Deputy Catering Advisor. 238 Inspector II (Health & Safety). 245 Mapping and Charting Officer. 259 Senior Valuation Asst. 273 Ships 2 <sup>nd</sup> Engineer/Mate. 274 Scientific Officer. 278 Stores Officer C. 294 Catering Manager III. 305 Inspector IV (Agric), Ass Agricultural Economist. 306 Photographic Officer.		205 Senior Inspector (TSB) (OBSOL).		226 Inspector (TSB).		263 Ships First Engineer.		269 Assistant Librarian. 342 Conservation Grade F. 276 Curatorial Officer F.		308 Stores Officer Grade D. 311 Asst Supervisor (Water) (Personal). 323 Technical Grade 1, Assistant Draughtsman Illustrator, Assistant Warden, Vehicle Inspector. 389 Trainee Inspector TSS.		271 Valuation Assistant. 353 Post Mortem Attendant 362 Assistant Scientific Officer.	
Max	31,106	Max	24,581	Max	28,759	Max	27,655	Max	25,568	Max	24,581	Max	21,851	Max	21,851
12	30,354	12	23,986	12	28,063	12	26,986	12	24,949	12	23,986	10	21,323	12	21,323
11	29,475	11	23,292	11	26,986	11	26,201	11	24,223	11	23,292	9	20,706	11	20,706
10	28,620	10	22,618	10	25,946	10	25,442	10	23,520	10	22,618	8	20,105	10	20,105
9	27,520	9	21,962	9	24,949	9	24,463	9	22,841	9	21,962	7	19,523	9	19,523
8	26,461	8	21,323	8	23,986	8	23,065	8	22,179	8	21,323	6	18,958	8	18,958
7	25,442	7	20,706	7	23,065	7	22,179	7	21,533	7	20,706	5	18,408	7	18,408
6	23,986	6	20,105	6	21,747	6	21,323	6	20,909	6	20,105	4	17,527	6	17,875
5	22,618	5	19,143	5	20,504	5	20,504	5	20,305	5	19,332	3	16,688	5	17,358
4	21,323	4	18,228	4	19,332	4	19,332	4	19,332	4	18,228	2	15,866	4	16,855
3	20,105	3	17,358	3	18,228	3	18,228	3	18,228	3	17,188	Min 1	15,050	3	15,866
2	18,958	2	16,522	2	16,855	2	16,855	2	16,855	2	16,198			2	14,889
Min 1	17,875	Min 1	15,703	Min 1	15,866	Min 1	15,866	Min 1	15,866	Min 1	15,213			Min 1	13,901

2005 Pay scales

**P&T equivalent grades (continued)**

324 Mapping and Charting Technical Grade 1.		403 Conservation Grade G.		283 Mapping and Charting Technical Grade II. 377 Technical Grade II.		328 Brucella Tester.						291 Graduate Trainee.		380 'O' Level Trainee.	
Max	21,851	Max	21,851	Max	17,273	Max	19,428					Max	18,139	Max	14,403
10	21,323	11	21,323	8	16,855	10	18,958					2	17,615	3	12,734
9	20,706	10	20,706	7	16,360	9	18,408					Min 1	17,102	2	11,728
8	20,105	9	20,105	6	15,866	8	17,875							Min 1	11,209
7	19,523	8	19,523	5	15,377	7	17,358								
6	18,958	7	18,958	4	14,889	6	16,855								
5	18,408	6	18,408	3	14,393	5	16,360								
4	17,875	5	17,700	2	13,901	4	15,866								
3	17,358	4	16,855	Min 1	13,083	3	15,377								
2	16,522	3	15,866			2	14,555								
Min 1	15,703	2	14,889			Min 1	13,739								
		Min 1	13,579												

202 Forest Officer III		190 Forest Officer II		137 Forest Officer I	
Max	28,835	Max	32,215	Max	39,032
12	28,137	12	31,436	12	38,087
11	27,331	11	30,532	11	36,988
10	26,546	10	29,654	10	35,917
9	25,784	9	28,801	9	34,540
8	25,042	8	27,975	8	33,215
7	24,326	7	27,169	7	31,631
6	23,627	6	26,388	6	30,120
5	22,508	5	25,141	5	28,718
4	21,446	4	23,947	4	27,317
3	20,434	3	22,594	3	26,012
2	19,464	2	21,319	2	24,773
Min 1	18,512	Min 1	20,115	Min 1	23,362