

**Director  
Central Personnel Group**



**FROM: DEREK BAKER**

**DATE: 8<sup>th</sup> APRIL 2009**

**TO: ALL STAFF**

**EQUAL PAY UPDATE**

1. I am writing to provide you with an update on the Equal Pay claims that have been submitted to the Industrial Tribunal by NIPSA on behalf of Administrative Assistants, Administrative Officers, Executive Officer IIs and their analogous grades.
2. Officials within the Department of Finance and Personnel have been engaged in detailed discussions with NIPSA on the equal pay claims for the affected grades. The purpose of these engagements is to establish a possible framework within which it may be possible to reach a negotiated settlement to the claims. Monthly meetings have taken place with NIPSA and a sub group of the Whitley Pay Committee has met frequently to work through the detail of the issues.
3. Following this process of engagement, the Minister, along with his Ministerial colleagues in the Executive, will need to agree how the matter should be taken forward. The Minister has stressed on a number of occasions that he is committed to correcting any pay inequalities and any other anomalies that exist in our pay and grading structures, and to ensuring that legal obligations are met within the Northern Ireland Civil Service.
4. The Minister also has overall responsibility for public expenditure issues on behalf of the Executive. Resolution of the equal pay claims, and any other anomalies, will clearly have the potential to impact significantly on the provision of public services. It is for this reason that care needs to be taken to resolve the current equal pay claims and meet legal obligations in a manner that minimises the impact on public services that will result.
5. We are keen to see an early resolution of this matter and I would like to assure you that Management Side, whilst responding to the Tribunal process, are at the same time working hard to establish a firm and robust basis for the resolution of these claims. That is why we have proposed to

Trade Union Side a comprehensive grading review for staff in the TG1 and TG2 grades to ensure that the posts are correctly graded and to provide a firm foundation for resolving this matter. We would hope to take forward this review in conjunction with Trade Union Side as a matter of urgency as part of the process of working towards a framework for a negotiated resolution. Further bulletins will be circulated to keep you informed of progress.

*D A Baker*

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