

**Director
Central Personnel Group**



**Royston House
Upper Queen Street
BELFAST BT1 6FD**

FROM: DEREK BAKER

DATE: 19 MAY 2009

TO: ALL STAFF

EQUAL PAY UPDATE

I wrote to you on 8 April to explain that the Department of Finance and Personnel was engaged in detailed discussions with NIPSA on the equal pay claims that had been lodged with the Industrial Tribunal in respect of Administrative Assistants, Administrative Officers, Executive Officer IIs and analogous grades. I also mentioned our proposal to NIPSA that a comprehensive grading review for staff in the TG1 and TG2 grades should be conducted to ensure that the posts are correctly graded and to provide a firm foundation for resolving this matter.

The Minister for Finance and Personnel, the Rt Hon Nigel Dodds MP MLA, met with NIPSA on 7 May, when he welcomed the opportunity to hear at first hand the issues of concern to NIPSA and to assure NIPSA of his commitment to resolving the Civil Service equal pay issue in a manner which is both fair to staff directly affected but which also minimises any adverse impact on public services. The Minister explained that the review of the Technical Grades is a necessary part of the process, but that this did not prevent current discussions between Civil Service management and NIPSA from continuing. The Minister subsequently wrote to NIPSA, and a copy of his letter is attached at Annex A.

We are keen to complete the grading review of Technical Grades as a matter of urgency over the summer months, and preparatory work is already well under way. NIPSA will of course be consulted on the review.

I should stress that this review in no way stalls the process of working to establish whether a negotiated resolution to this issue is possible. While the review is under way, Management Side will engage in further discussions with NIPSA. Indeed earlier today colleagues and I from Management Side met with NIPSA and agreed dates for further intensive discussions. However, I hope you will appreciate that, as such discussions are being conducted on a without prejudice basis, it will not be possible for me to provide you with the detail of what is being discussed. I can, however, assure you that I will

continue to keep you informed, as much as possible, regarding the overall progress towards a resolution of the equal pay issue.

Communications regarding the equal pay issue are available from the Civil Service Pay website (www.pay.nics.gov.uk)

D A Baker

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