

**Central Personnel Group
Pay and Development Division**

7th Floor, Royston House
34 Upper Queen Street
Belfast BT1 6FD
Tel No: 028 905 47479
Fax No: 028 905 47433



WITHOUT PREJUDICE

Mr John Corey
Trade Union Side Chairperson
Central Whitley Council
Harkin House
54 Wellington Place
Belfast
BT6 6DP

1 November 2005

Dear John

NICS PAY 2005

Following recent negotiations and your representations to the Secretary of State I am now writing to set out Management Side's final offer on the 2005 pay award for non-industrial grades below the Senior Civil Service. This offer applies to all non-industrial staff below the Senior Civil Service who are included in the existing pay agreement.

The overall package, which rewards staff for the reporting year 1 April 2004 to 31 March 2005 and is payable from the settlement date of 1 August 2005, is worth an earnings growth of 3.49%. The pay offer also includes 0.76% in respect of non-consolidated bonuses, giving an overall value of 4.25%. The elements of the offer are as follows:

- (a) A one point increase for all eligible satisfactory or better performers (i.e. box 1, 2 or 3) who are below the maximum of their pay scale;
- (b) The majority of pay scales will have the minimum point removed;
- (c) The majority of pay scales will have an additional point created 2.48% above the current maxima;
- (d) The cleaner, Support Grade Band 1 (trainee) and O Level Trainee minima will be increased to the new minimum of the Administrative Assistant scale, whilst the maxima will be increased by 2.48%;
- (e) All points on the Graduate Trainee pay scale and the remaining points on the O Level Trainee payscale will be increased by 2.48%;

- (f) An increase of 0.2% on all pay points on all pay scales; and
- (g) Box 2 performers will receive an additional non-consolidated bonus of £200 and Box 1 performers will receive an additional non-consolidated bonus of £400.

Implementation

The sequence for implementing the offer is as follows:

- The additional pay points 2.48% above the current maxima will be created.
- All eligible fully satisfactory or better performers (i.e. box 1, 2 or 3) will be awarded a one-point increase.
- The minimum pay points on pay scales will be removed.
- The increases to the cleaner, Support Grade Band 1 (trainee) and O Level Trainee and Graduate Trainee pay scales will be made.
- All pay points will be increased by 0.2%.

Conclusion

As you are aware from our previous discussions it is Management Side's firm view that the above package, which represents our final offer, is the absolute maximum that we can achieve within the terms of the Government's pay policy for this year. The Secretary of State reinforced that view at your meeting with him earlier today. I would urge Trade Union Side to give the offer favourable consideration so that we can move to make payment to staff as soon as possible. I look forward to hearing from you shortly. In the meantime, I attach for your information a pay bulletin which I intend to issue to staff this afternoon, together with a Press Release which will also issue later today.

Yours sincerely

Linda Brown

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