

Director
Corporate HR



Department of
**Finance and
Personnel**

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WITHOUT PREJUDICE

**Mr John Corey
General Secretary
NI Public Service Alliance
Harkin House
54 Wellington Park
BELFAST
BT9 6DP**

23 November 2009

Dear *John*

NI CIVIL SERVICE: PROPOSED RESOLUTION OF EQUAL PAY CLAIMS

Following our extensive negotiations, which were undertaken on a without prejudice basis, the Department of Finance and Personnel is now able to confirm a proposal for a settlement of all the equal pay claims submitted by NIPSA on behalf of Administrative Assistants, Administrative Officers, Executive Officer IIs and all their analogous/related grades. This proposal is based on achieving the settlement of all the potential equal pay claims from all members of those grades including male claimants.

The Department's outline terms for settlement are set out in the attached document. The Department's proposal, if accepted by NIPSA on behalf of its members in the affected grades, will require a firm commitment from NIPSA that it will not support any tribunal claims relating to these issues which might be brought or continued by individual employees who fail to accept the terms of the proposed settlement. The proposal aims to settle existing and potential claims up to the present date and any potential claims into the future up to 31 December 2011. This is to allow time for NIPSA and management to complete a comprehensive pay and grading review within the NICS.

The Department wants to work with NIPSA to draw up appropriate agreements, with the assistance of legal representatives from both sides, with a view to discontinuing the equal pay claims currently before the industrial tribunal. These agreements will have to be individually signed by each actual and potential claimant in the affected grades.

The offer remains "without prejudice" for the purposes of the legal proceedings.

A handwritten signature in black ink that reads "D A Baker". The letters are cursive and slightly slanted to the right.

DEREK BAKER