

FROM: DEREK BAKER

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TO: ALL STAFF

2009 PAY OFFER WORTH 2.8%

Management and Trade Union Sides have been engaged in negotiations on the terms of this year's pay award for non-industrial grades below the Senior Civil Service. Management Side has now made a formal offer to Trade Union Side. This bulletin sets out the details.

The overall package rewards staff for the reporting year 1 April 2008 to 31 March 2009 and for this year will be payable from either 1 August 2009 or 1 February 2010, whichever is applicable. The overall package is worth an average increase for staff in post of 2.8%. The main elements of the offer are as follows:

- (a) All eligible fully satisfactory or better performers at EOII, analogous grades and above receive one step progression at 1 August 2009;
- (b) All eligible fully satisfactory or better performers at TGI, TGII, Assistant Scientific Officer, Asst Draughtsman, Conservation Grade G and Assistant Warden grades receive one step progression at 1 August 2009;
- (c) All eligible fully satisfactory or better performers at AA, AO and analogous grades (excluding those listed above) receive one step progression at 1 February 2010;
- (d) The majority of pay scales will have the minimum point removed;
- (e) Points below the maximum on the EOII and above and analogous pay scales are increased by £270;
- (f) Support Grade Band 1 Security Guards below the maximum will remain on their existing salary and receive a non consolidated payment of £270;

- (g) With effect from 1 February 2010 staff who are analogous to EOI or below will be paid overtime using band A rates and the overtime maximum hourly rates applicable for Band 1;

While the offer does not apply directly to staff in the Social Security Agency, the Agency has decided to mirror the NICS award in the usual way. The offer does not apply to the Northern Ireland Office pay group, which has delegated responsibility for pay and therefore carries out its own pay negotiations.

Management Side now awaits Trade Union Side's formal response to this offer. If accepted, HR Connect will make payment to staff as soon as is practicable. Management Side stands ready to discuss the detail of the offer with Trade Union Side as necessary, but has made it clear that the overall quantum of the offer is fair in the context of current Government pay policy and the budgetary pressures facing the Executive.

Conclusion

This bulletin along with the proposed pay scales can be found on the NICS pay website at www.pay.nics.gov.uk. We will keep you informed of further developments.



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