

## DFP PAY UNIT – PAY BULLETIN 4/06

### **3 YEAR PAY OFFER WORTH 12% ACCEPTED**

1. Pay Bulletin 3/06 confirmed that Management Side had made a formal pay offer to Trade Union Side worth 12%, to cover the three year period from 1 August 2006 to 31 July 2009. You may be aware that NIPSA, following a formal ballot of its membership, has decided to accept the offer, while noting that there were a number of issues it wished to raise further with Management Side.
2. Details of the offer appeared in the DFP Pay Bulletin 3/06 dated 9 January 2007. The main features of the offer include:
  - a restructuring of the pay scales, including shorter pay scales for the majority of staff over the 3 year period and a substantial reduction in overlaps between adjacent pay scales;
  - increases to the band minima and maxima;
  - one-step progression for all eligible staff whose performance is satisfactory or better in the respective reporting year;
  - improved annual leave entitlements;
  - increased pay on promotion provisions; and
  - qualifying period for entitlement to pay increases for recent entrants, promotees and those returning to work reduced from 6 months to 3 months.
3. Management Side is anxious to ensure that pay awards are paid as quickly as possible. It is anticipated that payments will begin in April, with the majority being paid over April and May.
4. The new pay scales and progression charts detailing how eligible staff with satisfactory or better box markings will progress along those scales are available on the pay website [www.pay.nics.gov.uk](http://www.pay.nics.gov.uk) or from Departmental Establishment / Personnel Branches. The website also features a 'Frequently Asked Questions' section, which should be your first port of call if you have any queries about how the pay award will be implemented or how it will apply to your particular circumstances.

5. This bulletin has been compiled by the Pay and Grading Unit in Central Personnel Group. The contact point for any queries you may have on specific aspects of your pay remains your Departmental Establishment / Personnel Branch.

A handwritten signature in blue ink, appearing to read 'K. Jagelman', is positioned above the typed name.

**KEITH JAGELMAN**  
**PAY & DEVELOPMENT DIVISION**  
**5 February 2007**