

## DFP PAY UNIT – PAY BULLETIN 5/04

### CALCULATING THE VALUE OF THE LATEST 16-MONTH PAY OFFER

1. DFP Pay Bulletin 4/04 dated 16 August set out details of the revised 16-month pay offer worth **4.65%** and the 12-month offer worth **3.49%** that had been made to Trade Union Side. The bulletin also advised that revised pay scales for the two offers and examples to enable staff to calculate what the offers would mean to them were available on the pay website [www.pay.nics.gov.uk](http://www.pay.nics.gov.uk)
2. Because the two offers included the removal of the existing minimum pay point on some or all of the pay scales it was necessary to renumber the pay points on all the scales. Under the **16-month offer** this change has resulted in the numbering of pay points on scales with an existing minimum above £11,474 being higher in 2004 than they were in 2003. This could lead to some confusion because, for example, Pay Point 5 in the 2003 pay scales now reads as Pay Point 6 on the 2004 scales so that satisfactory performers or above would move from the old Pay Point 5 to new Pay Point 7. These changes only affect how the points are numbered – individuals would only progress one pay point up the pay scale.
3. Staff should focus on using their existing salary as a starting point for calculating the impact of the 16-month offer. Then they should follow the guidance and examples that have been placed on the pay website along with the pay scales.
4. Although this bulletin has been compiled by the Pay and Grading Unit in Central Personnel Group, any comments or queries you may have should be directed to your Departmental Establishment/Personnel Branch.



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