

DFP PAY UNIT - BULLETIN 4/05

2005 PAY DEAL TO BE PAID AS SOON AS POSSIBLE

1. The Secretary of State wrote to all staff yesterday indicating that he had issued instructions to implement the pay offer detailed in DFP Pay Bulletin 2/05.
2. As you may be aware NIPSA's consultation exercise on the offer ended on 9 December and following this exercise NIPSA has indicated that it regards the offer as wholly unacceptable. The union is presently making arrangements for a statutory strike ballot.
3. Rather than delay further, when no more money is available, the Secretary of State has decided to proceed to pay the deal. Arrangements will be put in place immediately. Many increases have to be calculated manually, which will take time, but we hope that the first tranche of staff will receive the increase in their February pay, with the remainder receiving it by April. In all cases the increase will of course be backdated to the settlement date, 1 August 2005.
4. Details of the deal are attached for ease of reference, along with full revised scales. Copies of previous bulletins and statements are available on the pay website, www.pay.nics.gov.uk
5. While the offer does not apply directly to staff in the Child Support Agency and Social Security Agency, these Agencies will 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 negotiations.
6. This bulletin has been compiled by the Pay and Grading Unit in Central Personnel Group. The contact for any queries you may have on your pay is your Departmental Establishment/Personnel Branch.



PAY & DEVELOPMENT DIVISION

21 December 2005

Details of the 2005 NICS pay offer

- 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 scale;
- The majority of pay scales would have the minimum point removed;
- The majority of pay scales would have an additional point created 2.48% above the current maxima;
- The Cleaner, Support Grade Band 1 (Trainee) and O Level Trainee minima would be increased to the new minimum of the Administrative Assistant scale, whilst the maxima would be increased by 2.48%;
- The points of the Graduate Trainee pay scale and the remaining points on the O Level Trainee payscale would be increased by 2.48%;
- An increase of 0.20% on all pay points on all pay scales; and
- 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.