

FROM: DEREK BAKER

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TO: ALL STAFF

2009 PAY OFFER

Following NIPSA's meeting with the DFP Minister and further negotiations with Management Side on the terms of the 2009 pay award for non-industrial grades below the Senior Civil Service. Management Side has now made a final 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 3.03%. 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, Assistant 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 in (b) 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 (except Instructional Officer and Higher Instructional Officer scales that are being restructured);
- (f) Support Grade Band 1 Security guards below the maximum will remain on their existing salary and receive a non consolidated payment of £270. The non consolidated payment will be pro-rated

for staff who do not work full conditioned hours;

- (g) With effect from 1 February 2010 staff who are analogous to EOI or below will be paid overtime using Band 1 rates and the overtime maximum hourly rates applicable for Band 1;
- (h) Staff on the maximum will remain on their existing salary and receive a non consolidated payment of £270. The non consolidated payment will be pro-rated for staff who do not work full conditioned hours;
- (i) With effect from 1 February 2010 annual leave entitlement is increased to 30 days after 5 years service.

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 former Northern Ireland Office pay group, which had delegated responsibility for pay and therefore carried 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 has made it clear that this is the final offer and under the current economic climate and the constraints on public spending believes that this is a fair offer.

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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