



**FROM: DEREK BAKER**

**DATE: 7 JULY 2011**

**TO: ALL STAFF**

### **NICS COMPREHENSIVE PAY AND GRADING REVIEW**

1. You may recall in March I wrote to staff to advise that the third strand of the equal pay settlement, the comprehensive pay and grading review, had commenced and terms of reference had been agreed with NIPSA for the first phase of the review. I am now writing to provide an update on the review and on the implementation of the equal pay settlement.

#### **Comprehensive Pay and Grading Review**

2. The Project Board set up to oversee the work of the Review Team and which is responsible for the overall management of the programme has met monthly since January. Under the Board's guidance, the Review Team has been gathering information from a variety of sources such as NISRA, the Cabinet Office, wider public sector bodies and the Equality Commission in order to develop and analyse the options available for the future pay and grading arrangements in the NICS.
3. The Team has also consulted with HR Directors, Heads of Profession and members of the 'People Issues' sub-group of PSG on the broad direction of the review. While negotiation with Trade Union Side will be through the usual Whitley mechanism, consultation has begun with NIPSA through a series of informal bi-lateral meetings to explore how the jointly agreed terms of reference for the review can be achieved.
4. Finally, a 'health check' was carried out on the project recently, led by an independent assessor, to assess whether the review is on track to deliver its objectives by ensuring adequate procedures, research and expertise are available. A number of recommendations were made following the health check, primarily focussing on the processes in place for project management and stakeholder engagement, but the assessors concluded that the review is on the right track to deliver its objectives. Further health checks will be carried out as the Review progresses to ensure it remains on track.

## Equal Pay Update

5. The vast majority of the 4,500 equal pay claims lodged by NIPSA on behalf of female NICS staff with the Industrial Tribunal have now been withdrawn and it is anticipated that approximately 44 cases will remain relating to periods of service in the NIO or PSNI which have not been considered as reckonable service for the purposes of the settlement. Overall, almost 15,100 people have received their lump sum payment. Around 800 people have still to sign an agreement to receive their lump sum payment, the largest group of which are eligible former employees who we are still attempting to contact. We are continuing to monitor and manage the remaining cases and regular equal pay road shows are still being held to facilitate staff who wish to accept the settlement.
6. Regular staff updates and the terms of reference for the Review are available from the NICS pay website [www.dfpni.gov.uk/pay](http://www.dfpni.gov.uk/pay)

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