

DFP PAY UNIT – PAY BULLETIN 6/04

16-MONTH PAY OFFER WORTH 4.65% ACCEPTED

1. You will be aware that NIPSA, following a 3-week consultation exercise with its members, has decided to accept the 16-month pay offer by Management Side worth 4.65% and to suspend the current industrial action.
2. Management Side are anxious to ensure that pay awards are paid as quickly as possible. It is anticipated that payments will begin in November with the aim of ensuring that as many staff as possible receive their pay award before Christmas.
3. Details of the offer, which was the subject of negotiation with NIPSA, appeared in the DFP Pay Bulletin 4/04 dated 16 August. On top of the increase of 4.65% overall, non-consolidated bonuses amount to 0.78%, giving an overall total of 5.43%. In addition, the package includes a further element of 0.12% for non-consolidated payments which is not part of the 2004 award. The main features of the award are set out below and full details are shown in Annex 1 attached:
 - An increase in rates of pay of 2%;
 - One-point progression for all eligible satisfactory performers (Box 1, 2, and 3);
 - A non-consolidated payment of £150 for all staff plus an additional non-consolidated bonus of £100 for Box 1 performers and £65 for Box 2 performers;
 - The alignment of the salary maxima of Executive Officer 1 and Staff Officer with the Professional and Technical grade equivalents;
 - The offer will cover the 16-month period from 1 April 2004 to 31 July 2005;
 - From 2005 the settlement date will change to 1 August.
4. Revised pay scales for the 16-month award and examples to enable staff to calculate what the award will mean to them are available on the pay website www.pay.nics.gov.uk or from Departmental Establishment/Personnel Branches.

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5. 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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DFP PAY AND GRADING UNIT

23 September 2004

16-Month Award

This award covers the 16-month period 1 April 2004 to 31 July 2005 and changes the settlement date to 1 August. The award constitutes an earnings growth figure of 4.65% over the 16-month period plus 0.78% in respect of non-consolidated bonuses, giving an overall quantum of 5.43%. In addition, the package includes a further element of 0.12% that is not part of the 2004 award. The elements within the award are as follows:

- (a) A one point increase for all eligible satisfactory or better performers (ie box 1, 2 or 3);
- (b) An increase of 2% on all pay points on all pay scales;
- (c) Pay scales with an existing minimum below £11,474 will have the minimum point removed;
- (d) Under the provisions of our equal pay agreement the salary maxima for Executive Office 1 and Staff Officer and other relevant analogous grades (who are outside the old PTO, Scientific, related and certain other grades agreement) will be increased to align with the P&T equivalents;
- (e) The cleaner, Support Grade Band 1 (trainee) and O Level Trainee minima will be increased to the new minimum of the Administrative Assistant scale, whilst the maxima will be increased by a further 3.5%;
- (f) Box 2 performers will receive a non-consolidated bonus of £65 and Box 1 performers will receive a non-consolidated bonus of £100
- (g) All staff will receive a non-consolidated payment of £120.

The additional element of 0.12% will be used as follows:

- (h) All staff will receive a further non-consolidated payment of £30.

16-Month Award Implementation

The sequence for implementing the award will be as follows:

- All eligible fully satisfactory or better performers (ie box 1, 2 or 3) will be awarded a one point increase;
- The maxima for Executive Officer 1 and Staff Officer and other relevant analogous grades will be increased to align with the P&T equivalents;

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- The minimum pay points on pay scales with an existing minimum below £11,474 will be removed;
- All pay points will be increased.