

EQUAL PAY SETTLEMENT PAYMENT CALCULATION WORKED EXAMPLES

A number of worked examples have been developed to support the equal pay settlement payment calculation. The following examples are provided below:

1. Part Time staff
2. Career Break during settlement period
3. Periods spent as a NI Civil Servant seconded to another organisation
4. Change of grade – promotion and down grading

Grades AA and analogous settlement payments

Less than 1 year	1 or more but less than 2 years	2 or more but less than 3 years	3 or more but less than 4 years	4 or more but less than 5 years	5 or more but less than 6 years	6 years or more
105	770	2,660	4,200	6,300	8,400	9,993

Grades AO and analogous settlement payments

Less than 1 year	1 or more but less than 2 years	2 or more but less than 3 years	3 or more but less than 4 years	4 or more but less than 5 years	5 or more but less than 6 years	6 years or more
280	1,488	4,130	5,723	8,750	11,585	13,965

Grades EOII and analogous settlement payments

Less than 3 years	3 or more but less than 5 years	5 years or more
250	1,100	1,700

1. PART TIME STAFF

The settlement payment will be reduced by the average full time equivalent (FTE) hours. This value will be calculated using the hours recorded for the month of FEBRUARY at the beginning of each year of the settlement.

The example below shows an AA whose part time hours each February varied during the period of the settlement.

Item Ref	Analogous Grade	From	To	Non Reckonable Period Start	Non Reckonable Period End
FT1	AA	01/02/03	31/01/09		

Item Ref	Date	Part Time Hours	Full Time Hours	Full-time Equivalent
PT1	Feb 03	18.5	37	0.5
PT2	Feb 04	18.5	37	0.5
PT3	Feb 05	18.5	37	0.5
PT4	Feb 06	25	37	0.68
PT5	Feb 07	25	37	0.68
PT6	Feb 08	25	37	0.68
			Average FTE	0.59

In this example the average of the full-time equivalent ratio is 0.59. Therefore the officer will be eligible for a settlement payment which is 59% of the settlement payment of an equivalent full time officer throughout the period.

Settlement payment calculation

In this example the individual has 6 years service as an AA and based on their average part time hours will be eligible for a settlement payment which is 59% of the settlement payment of an equivalent full time officer throughout the period.

Amount for Full time AA with 6 years service	£9,993
59% of £9,993 =	£5,896

The settlement payment for this officer will be £5,896

2. CAREER BREAK DURING SETTLEMENT PERIOD

Periods of unpaid leave exceeding 6 months (183 or more days) will reduce the period of qualifying service. In the example below the officer has a career break for 2 years from 01/09/06 – 31/08/08

Item Ref	Analogous Grade	From	To	Non Reckonable Period Start	Non Reckonable Period End
FT1	AO	01/02/03	31/01/09		
FT1	AO			01/09/06	31/08/08

Therefore the officer will be eligible for a settlement payment based on reckonable service of 4 years (6 years total service, with 2 years non-reckonable). The precise calculation will be based on the number of days' service, with 1 year being considered as 365 days.

Settlement payment calculation

	Analogous Grade	From	To	Number of days
Service	AO	01/02/03	31/01/09	2,192
Non Reckonable	AO	01/09/06	31/08/08	731
Eligible days				1,461

The settlement payment is based on $1,461/365 = 4.003$ years which falls into the '4 or more but less than 5 years' box for an AO.

The settlement payment for this officer will be £8,750

3. PERIODS SPENT AS A NI CIVIL SERVANT SECONDED TO ANOTHER ORGANISATION

Eligible staff who have remained civil servants in the NICS but who were seconded elsewhere will be eligible for a payment for the period their pay was negotiated by the NICS. The example below shows someone in the AO grade for the full period who has non-reckonable service in the NIO for part of the six years.

Item Ref	Analogous Grade	From	To	Non Reckonable Period Start	Non Reckonable Period End
FT1	AO	01/02/03	31/01/09		
FT2	AO			01/02/03	31/07/07

Therefore the officer will be eligible for a settlement payment based on reckonable service of 1 year and 6 months (6 years total service, with 4 years and 6 months non-reckonable). The precise calculation will be based on the number of days' service, with 1 year being considered as 365 days.

Settlement payment calculation

	Analogous Grade	From	To	Number of days
Service	AO	01/02/03	31/01/09	2,192
Non Reckonable	AO	01/02/03	31/07/07	1,642
Eligible days				550

The settlement payment is based on $550/365 = 1.507$ years which falls into the '1 or more but less than 2 years' box for an AO.

The settlement payment for this officer will be £1,488

4. CHANGE OF GRADE

Promotion

Separate periods of service in different grades will be treated separately as qualifying periods of service when calculating settlement payments.

Item Ref	Analogous Grade	From	To	Non Reckonable Period Start	Non Reckonable Period End
FT1	AO	01/02/03	30/04/06		
FT2	EOII	01/05/06	31/01/09		

Therefore the officer will be eligible for a settlement payment based on reckonable service in the AO grade from 01/02/03 – 30/04/06 and will also be eligible for a settlement payment based on reckonable service in the EOII grade from 01/05/06 – 31/01/09. The precise calculation will be based on the number of days' service, with 1 year being considered as 365 days.

Settlement payment calculation

	Analogous Grade	From	To	Number of days
Service	AO	01/02/03	30/04/06	1,185
Service	EOII	01/05/06	31/01/09	1,007

In this example the individual has 1,185 days as an AO and 1,007 days as an EOII. The period as an AO falls into the '3 or more but less than 4 years' box while the period as an EOII falls into the 'less than 3 years' box.

Amount for AO with 3 or more but less than 4 years service	£5,723
Amount for EOII with less than 3 years service	<u>£ 250</u>
Total amount due	£5,973

The settlement payment for this officer will be £5,973

Down Grading

Separate periods of service in the same grade will be added together as qualifying periods of service when calculating settlement payments.

Item Ref	Analogous Grade	From	To	Non Reckonable Period Start	Non Reckonable Period End
FT1	AO	01/02/03	31/01/06		
FT2	EOII	01/02/06	31/10/07		
FT3	AO	01/11/07	31/01/09		

Therefore the officer will be eligible for a settlement payment based on reckonable service in the AO grade from 01/02/03 – 31/01/06 and 01/11/07 – 31/01/09.

In addition the officer will be eligible for a settlement payment based on reckonable service in the EOII grade from 01/02/06 – 31/10/07.

The precise calculation will be based on the number of days' service, with 1 year being considered as 365 days.

Settlement payment calculation

	Analogous Grade	From	To	Number of days
Service	AO	01/02/03	31/01/06	1,096
Service	EOII	01/02/06	31/10/07	638
Service	AO	01/11/07	31/01/09	458

In this example the individual has a total of 1,554 days (1,096 + 458) as an AO and 638 days as an EOII. The period as an AO falls into the '4 or more but less than 5 years' box while the period as an EOII falls into the 'less than 3 years' box.

Amount for AO with 4 or more but less than 5 years service	£8,750
Amount for EOII with less than 3 years service	<u>£ 250</u>
Total amount due	£9,000

The settlement payment for this officer will be £9,000