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Brian Campfield General Secretary

By E-Mail

Branch Secretary Circular CS 04/12

**To: Civil Service Group Branch Secretaries (3MM)
 Civil Service Group Executive Committee (1DD)
 Departmental Secretaries (3AA)
 HQ Officials (CS)**

26 January 2012

Dear Colleague

NICS PAY UPDATE

A meeting of the CWC, Pay, Grading and Allowances Committee took place on 19 January 2012. This circular provides an update on a number of issues discussed.

Comprehensive Pay and Grading Review

A number of bi-lateral meetings have taken place and a report of that work was considered at the meeting on 19 January. Four key areas have been the subject of bi-lateral discussion ie, pay leads, allowances, grading issues and the need to work to a potential outcome of the negotiations. In relation to pay leads and allowances further work is required which will involve discussions with relevant Departmental representatives and Heads of Professions. Meetings to facilitate that work are being arranged in the coming weeks.

Work is also being undertaken to develop updated grading guidance for the Professional and Technology discipline. Trade Union Side has agreed grading guidance for the administrative discipline with the exception of the Executive Officer I (EOI) and Executive Officer II (EOII) grades. These require further consideration in the context of Trade Union Side's position regarding the possible creation of a new single Executive Officer grade. These further discussions will also address the existing anomaly at EOII level, post implementation of the NICS equal pay terms of settlement.

Management Side agreed to maintain the high level of engagement with Trade Union Side with regular bi-lateral meetings being arranged over the coming months. The process involves a significant amount of complex work which when concluded should address key issues identified in the terms of reference such as:-

- ◆ The priority of examining the position of the EOII grade;
- ◆ The structure of pay scales, including overlapping pay scales;
- ◆ Leap-frogging;
- ◆ Arrangements for pay progression, including the length of pay scales in the context of statutory provisions.

Members should be aware that it will take several months for negotiations to conclude and receipt of detailed proposals from NICS Management.

Review of Technical Grade I and II

Despite Trade Union Sides objections to the proposed interim arrangements circulated to members in Branch Secretary Circular CS 01/12, Management Side has indicated its intention to proceed to implement its proposals. Trade Union Side sought temporary promotion terms for TGII staff undertaking work of a higher grade, without prejudice to seeking retrospection prior to 1 September 2009. Management Side has stated it is proceeding to arrange payment to that date but not beyond. In addition Management Side is proceeding to apply temporary promotion terms from 1 September 2009 to TGI staff undertaking work of a higher grade but with reference to the EOII pay scale, if falling within the JEGS score boundary for EOII. They have refused to pay temporary promotion with reference to the PTO pay scale for such staff.

Trade Union Side also raised concerns about the proposed further review of TGI posts in the Northern Ireland Environment Agency (NIEA). Management Side has questioned the validity of information provided in the initial evaluation of the sample range of posts in NIEA. Trade Union Side has requested specific details relating to Management Side questioning the validity of the information and that this be provided prior to any further evaluation of the posts.

Review of Agricultural Inspectorate

A tri-lateral meeting involving DARD Management, Corporate HR and Trade Union Side was held immediately prior to the CWC Pay, Grading and Allowances Committee on 19 January. Arrangements are being put in place to advance the issues raised by Trade Union Side in 2008 which were then subject to agreed terms of reference. The issues relate to both Group and Grade staff and any outcome from the tri-lateral discussions will feed into the Comprehensive Pay and Grading Review process.

Equal Pay

The County Court cases are proceeding on 26 March 2012 in respect of staff having service in the DOJ/former NIO and PSNI. The cases are scheduled for a three day hearing.

NIPSA also awaits final proposals from NI Water in respect of the application of the NICS equal pay settlement terms. Further representations have been made to AFBI Management in respect of outstanding aspects of the settlement terms within that organisation.

Any developments on the above matters will be reported in future Branch Secretary Circulars.

Yours sincerely



KIERAN BANNON
Assistant General Secretary