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FROM: SUE GRAY
DATE: 7 JUNE 2019
TO: ALL NON-INDUSTRIAL STAFF

NON-INDUSTRIAL PAY AWARD 2018

I have discussed the 2018 pay award with Trade Unions since I wrote to you all with my last update on 3 May. Following this, Trade Unions carried out their own internal consultation process and have rejected the pay offer made.

I am therefore now taking steps to action the 2018 pay award. The overall award is worth 2.05% on the pay bill for non-industrial staff in the NICS.

I appreciate this is less than pay claims put forward by the unions, however, I believe the award is fair in the context of the challenging financial environment we are operating in with finite resources available and the increasing pressures on the NICS.

As I indicated in May, I am keen to tackle low pay in the NICS and so the pay award includes a larger increase of 3% (revalorisation) at Administrative Assistant and analogous grades, with all others receiving a 1.25% uplift (revalorisation).

NICS HR is therefore liaising with HR Connect to make payment to staff and it is planned that payment, including any backdated pay, will be made in July 2019 salaries.

Pay award

The pay award will therefore be as in the final pay offer set out in the previous bulletin. The overall package rewards staff for the reporting year 1 April 2017 to 31 March 2018 and will apply from 1 August 2018. The elements are as follows:

- (a) all eligible satisfactory performers to receive one step progression with effect from 1 August 2018;
- (b) all points on the AA and analogous pay-scales to be revalorised by 3%;

- (c) all points on all pay-scales at AO analogous and above to be revalorised by 1.25%;
- (d) where an individual receives less than the 3% (AA and analogous) / 1.25% (AO analogous and above) consolidated increase, they will receive a non-consolidated, non-pensionable payment to bring them up to the equivalent value of 3% / 1.25% respectively, limited to 3% / 1.25% of the relevant NICS pay-scale.

Changes to pay and pensions

Civil Services Pensions have been working hard to introduce a fairer system which means no one will cross into a higher pension contribution rate as a result of this pay offer. In addition:

- staff will be aware that from 1 April 2019 the employee contribution thresholds at 4.6% and 5.45% were increased to align with NICS pay and grading structures;
- around 28% of the membership pay less and no-one pays more;
- contribution percentage rates remain unchanged; and
- salary banding will be kept under review with the aim of continuing to align with pay scales.

The full details of the pension changes are available on the [DoF website](#)

Next Steps

I am conscious you have been waiting a long time for the pay award and am committed to initiating negotiations for the 2019 pay offer quickly. I am keen to consider the flexibility our guidance allows for higher level increases including where pay awards can be informed by a range of factors including recruitment, retention and productivity. Affordability is and will always be an important consideration: workforce engagement can unlock efficiencies and I want to explore fully how and over what period future pay awards can be delivered.

This bulletin, along with the 2018 pay scales and FAQs will be placed on the NICS pay website at: [2018 Pay Award](#) Your contact point for any specific queries regarding your own pay remains HR Connect.

Thank you,



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