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Sir John Chilcot KCB
Permanent Under Secretary
Northern Ireland Office
Stormont Castle
BELFAST
BT4 3ST

¹⁶
30 November 1995

Dear Sir John,

NIO PAY AND GRADING DELEGATION

Following discussions between our Departments, I am writing to provide to you the delegation, with effect from 1 April 1996, of the responsibility previously exercised by DFP for pay bargaining and for grading arrangements for all non-industrial Northern Ireland civil servants in the Northern Ireland Office. This will cover all NICS staff employed in NIO, including PANI and Agencies, who are not included in the Senior Civil Service cadre. This delegation is made under the Civil Service (Management Functions) (NI) Order 1994. It will enable NIO to conclude a pay settlement and introduce alternative performance pay arrangements. The formal instrument of delegation is attached.


While the delegation is to you as a servant of the Crown it does not contain any condition prohibiting the carrying out of the delegated function by any person under your authority. Accordingly, under the terms of the Order (Article 3(4)) you may authorise a servant of the Crown for whom you are responsible to carry out the function on your behalf. In practice I presume that the person authorised will be the Principal Establishment Officer in NIO.

The conditions to which the delegation is subject include a requirement to obtain the approval of this Department before making any change to the pay and grading of the Northern Ireland civil servants within its scope. Normally, I would expect that any proposed change would be contained in the annual negotiating remit of the NIO and that would require the approval of DFP to avoid the possibility of approval being withheld following conclusion of pay negotiations.

I am aware that your Department is keen to take delegated responsibility for other terms and conditions of employment. Some further work is required on the issues which would flow from the exercise of such a delegation and Clive Gowdy is in touch with Brian Blackwell to resolve the outstanding points before extending the delegation to cover the wider terms and conditions of employment.

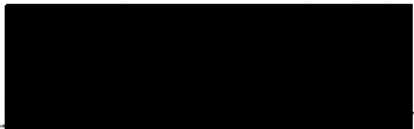
Yours sincerely

J L SEMPLE



To: Sir John Chilcot
Permanent Under Secretary
Northern Ireland Office

1. Under the Civil Service (Northern Ireland) Order 1986 the Department of Finance and Personnel (hereafter described as the 'Department') continues to be responsible for the general management and control of the Northern Ireland Civil Service.
2. Under the Civil Service (Management Functions) (Northern Ireland) Order 1994 the Department may, to such extent and subject to such conditions as it thinks fit, delegate any of its functions under the Order to any servant of the Crown.
3. The Department delegates to you, with effect from 1 April 1996 and subject to the conditions set out in paragraph (4), the function of responsibility for the pay and grading of all non-industrial Northern Ireland civil servants in the NIO group who are not within the Senior Civil Service cadre.
4.
 - i. No changes to the pay and grading of the Northern Ireland civil servants to whom this delegation applies shall be made without the consent in writing of the Department.
 - ii. In the performance of the delegated function, the delegated function shall be carried out in a manner which:
 - a. complies with the NICS Equal Opportunity Policy and has regard to the Policy Appraisal Fair Treatment principles;
 - b. provides value for money; and
 - c. does not jeopardise essential public expenditure safeguards.


Secretary
Department of Finance and Personnel

28th November 1995

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