



**Strategic HR Director  
NICSHR**

2-4 Bruce Street  
BELFAST, BT2 7JD

Tel No: **028 90251735**

E-mail: [jill.minne@finance-ni.gov.uk](mailto:jill.minne@finance-ni.gov.uk)



Department of

**Finance**

An Roinn

**Airgeadais**

[www.finance-ni.gov.uk](http://www.finance-ni.gov.uk)

---

**FROM: JILL MINNE**

**DATE: 4 JUNE 2021**

**TO: ALL INDUSTRIAL STAFF**

## **2020 AND 2021 INDUSTRIAL PAY AWARDS**

Following communication to you on 20 April detailing the 2020 and 2021 pay offers, the recognised trades unions have consulted with members and GMB and UNITE have both accepted the terms of the offer.

The overall award is worth around 7.7% over two years on the paybill for industrial staff. This includes contractual progression as well as revalorisation and non-consolidated payments for eligible staff.

NICS HR is therefore liaising with HR Connect to make payment of the 2020 pay award, including any backdated pay. It is planned that this will be made in the 17 June 2021 pay run for weekly paid staff and July salary for monthly paid staff.

### **2020 Pay Award**

The 2020 pay award remunerates staff for the reporting year 1 April 2019 to 31 March 2020 and applies from 1 August 2020.

All elements of entitlement in this award detailed at (a) to (i) are in respect of a one year period with effect from 1 August 2020 and do not establish any future contractual entitlements. The elements are as follows:

- (a) all eligible satisfactory performers to receive one step progression, subject to band maximum, with effect from 1 August 2020;
- (b) all points on all industrial scales, from minimum to maximum to be revalorised by 1%;

- (c) any staff receiving less than a 1% consolidated increase to receive an additional non-consolidated, non-pensionable payment to bring them up to the equivalent value of 1% of their salary;
- (d) Industrial 1 pay scale will be shortened by the removal of the bottom pay point to make a two-point pay scale fully aligned with proposed new non-industrial AA grade pay scale and those Industrial 1 staff on the PU scheme would move to the new minimum of the Industrial 1 scale;
- (e) Industrial 2 pay scale will be shortened by the removal of the bottom two pay points to make a three-point pay scale fully aligned with the non-industrial AO grade;
- (f) Industrial 3 pay scale will be shortened by the removal of the bottom two pay points to make a three-point pay scale fully aligned with the non-industrial EO2 grade;
- (g) In order to maintain the operation of the PU scheme, the threshold of the PU scheme will be increased from 12.0 PUs per qualifying hour over the normal weekly accounting period to 12.3 PUs per qualifying hour (the value of the PU remains unchanged at £0.55p) for work completed from Thursday 3 June 2021 onwards;
- (h) a 3% non-consolidated, non-pensionable payment to staff eligible for the pay award at Industrial 1; and
- (i) a 1% non-consolidated, non-pensionable payment to staff eligible for the pay award at Industrial 2 and Industrial 3.

## **2021 Pay Award**

As part of the overall two-year package, the 2021 pay award remunerates staff for the reporting year 1 April 2020 to 31 March 2021 and will apply from 1 August 2021.

All elements of entitlement in this award detailed at (a) to (e) are in respect of a one year period with effect from 1 August 2021 and do not establish any future contractual entitlements. The elements are as follows:

- (a) all eligible satisfactory performers to receive one step progression, subject to band maximum, with effect from 1 August 2021;
- (b) all points on all industrial scales, from minimum to maximum to be revalorised by 1%;
- (c) any staff receiving less than a 1% consolidated increase to receive an additional non-consolidated, non-pensionable payment to bring them up to the equivalent value of 1% of their salary;

- (d) in order to maintain the operation of the PU scheme, the threshold of the PU scheme would remain at 12.3 PUs per qualifying hour (the value of the PU remains unchanged at £0.55p); and
- (e) a 3% non-consolidated, non-pensionable payment to staff eligible for the pay award at Industrial 1.

### **Other pay-related issues**

As part of this pay award the following commitments have also been made:

- a) a commitment to the Civil Service becoming a Living Wage Foundation employer<sup>1</sup>;
- b) an increase of 5% to standard on-call and standby allowances (i.e. those allowances set out in the current version of HR Handbook Chapter 8.18), the percentage increase to be based on the rates set out in Judith Black's bulletin of 18 June 2019<sup>2</sup>;
- c) currently the civil service pays all eligible colleagues, who choose to take either one week or two consecutive weeks' statutory paternity leave following the birth or adoption of a child, full contractual pay for the first two days and, if they satisfy the qualifying criteria, statutory paternity pay for the remainder. This will be increased to two weeks at full pay, after the relevant qualifying period, to encourage colleagues with parental responsibilities to take time off to bond with, and assist in the care of, the child in the important early days;

Not all these changes can be brought in at the same time as the pay award as some may take time to implement through our payroll provider, but we will keep you informed as to when these improvements can be scheduled.

NICS HR is working with the payroll provider towards implementation of the 2021 pay award in the autumn. We currently expect payment for industrial pay award for 2021 will be made in October but will update you on implementation nearer the time.

This bulletin will be made available on the Employee Services Portal and online on the DoF pay website [Working in NICS – Pay](#). Frequently asked questions (FAQs) relating to the 2020 pay award along with revised pay scales for 2020 and 2021, in advance of 2021 pay award implementation, will be on the website shortly.

Your contact point for any specific queries regarding your own pay remains HR Connect.



**JILL MINNE**

---

<sup>1</sup> [Living Wage Foundation | For the real cost of living](#)

<sup>2</sup> [Non industrial fixed rate allowances - August 2018 \(finance-ni.gov.uk\)](#)