

FOI DOF/2024-0307

Request

Re: DOF/2024-0282 FOI Response

Please see amended request:

1. Details of the decision-making process behind the 90 days condition and the 31 August 2024 condition within the terms of the payment.
2. Details of the decision making behind the decision to issue the conditions after the pay details with the union(s) was agreed.

DoF Response

I can confirm the department holds the information requested.

1. There is no 31 August 2024 condition. We have interpreted this question as meaning 1 August 2023. The 1 August is the current Civil Service pay settlement date for each year.

On the introduction of a single pay agreement for all grades and disciplines of staff below the Senior Civil Service in April 2002, the eligibility terms have applied to awards. These terms include the requirement to have a minimum period of service in order to be eligible to receive an award. The minimum requirement was originally agreed to be six months. However, this requirement was reduced to 90 days as part of the negotiation of a three-year deal for 2006 to 2008 because that is the minimum period necessary before an assessment of performance must be carried out. The same eligibility rules have applied to all awards since 2002, except for the application of the terms of the Comprehensive Pay and Grading Review in 2012 and 2013, to which assimilation by length of service applied.

You may wish to view the Department of Finance pay web page for the detail of recent or past awards, including the Frequently Asked Questions that are published as part of each award using the following link.

[Civil Service pay | Department of Finance \(finance-ni.gov.uk\)](https://finance-ni.gov.uk/civil-service-pay)

2. The published non-industrial pay offer for 2023 refers in various places to where certain aspects of the pay award are restricted to "eligible staff": [NICS Pay Bulletin - non-industrial 2023 pay offer - February 2024 \(finance-ni.gov.uk\)](https://finance-ni.gov.uk/nics-pay-bulletin-non-industrial-2023-pay-offer-february-2024). Trade unions are aware of the long-standing eligibility criteria which were previously negotiated with them as set out above. The eligibility criteria for Civil Service pay awards have been in place for a significant period and are highlighted to staff each year following the agreement or imposition of a pay award.