



FROM: Neil Gibson

DATE: 6 January 2023

TO: All non-industrial colleagues

2022 NON-INDUSTRIAL PAY OFFER

NICS management met recognised trade unions on Friday 16 December to start negotiations on the 2022 pay offer. At the request of unions, the NICS is now making its final pay offer. The detail of the offer is set out at **Annex A** to this bulletin.

I know you will be very disappointed that the offer is not much higher. It is a matter of deep personal regret that the pay offer is at the level it is. I wish the pay offer could have gone much further, however, we are constrained by the very difficult budgetary position. The offer is in no sense a reflection of how you and your work are valued by the NICS.

In the absence of Ministers and an Executive, the Secretary of State for Northern Ireland brought forward a Budget for Northern Ireland and passed legislation to allow Departments to take limited decisions.

Pay awards must be affordable in the context of each Department's budget settlement as set out in the Secretary of State's Northern Ireland Budget for 2022/23. Departments have had to make a number of difficult decisions to live within their budget meaning there is no additional funding available for NICS pay without impacting on the services that we provide to the public.

Management was keen to negotiate with unions about how the amount available for pay is best divided among staff. The unions have asked we move immediately to issue a final offer because they say the amount budgeted for pay is not enough. Therefore, the NICS has today made a formal written pay offer to unions. The offer is set out below with further detail provided at **Annex A**:

- a) contractual, performance-related progression;
- b) bringing up the pay of the lowest paid staff (Administrative Assistant and analogous grades, including Industrial 1 staff) to the Living Wage Foundation rates of £10.90 an hour or £21,053 annually;
- c) all eligible other staff to receive a consolidated increase of £552, subject to the detail in the written offer to unions. This approach will see those earning the least receiving higher percentage increases.

The above would be backdated to take effect from 1 August 2022.

In line with the Executive's commitment to being a real Living Wage employer, the pay of AAs and analogous staff will rise to the new Living Wage Foundation rate. This is a voluntary rate determined by the Living Wage Foundation as the amount that is required for people to have a decent standard of living – it is above the statutory minimum wage requirement.

Trade Union Side has advised they will consult members as soon as possible. We will keep you up to date with developments.

This circular will be made available on the Employee Services Portal and online on the NICS pay website: [Civil Service pay | Department of Finance \(finance-ni.gov.uk\)](https://civilservicepay.gov.uk). Your contact point for any specific queries regarding your own pay remains HR Connect.



Neil Gibson
Permanent Secretary
DEPARTMENT OF FINANCE

ANNEX A

PAY OFFER DETAIL

The 2022 pay offer would remunerate staff for the reporting year 1 April 2021 to 31 March 2022 and would apply from 1 August 2022. All elements of entitlement in this award detailed at (a) to (d) are in respect of a one-year period with effect from 1 August 2022 and do not establish any future contractual entitlements.

The elements being proposed are as follows:

- (a) all eligible satisfactory performers to receive one step progression, subject to band maximum, with effect from 1 August 2022;
- (b) all points on civil service AA and analogous pay scales to be revalorised and combined to one pay point of £21,053;
- (c) all points on civil service pay scales AO and analogous to SCS inclusive, excluding non-NICS retained pay scales, from minimum to maximum to be revalorised by £552; and,
- (d) any staff receiving less than a £552 consolidated increase, to receive a non-consolidated, non-pensionable payment up to a maximum of £552, pro-rated for part-time working (for example, those staff in receipt of a salary in excess of the maximum, those on non-NICS pay scales and those on a marked time salary).