

Freedom of Information Officer
Criminal Justice Inspection Northern Ireland
6th Floor
14 Great Victoria Street
Belfast
BT2 7BA

10 June 2013



Our reference FOI 110513/027

RE: Request for information under the Freedom of Information Act in respect of Pay Progression.

Dear [REDACTED],

Thank you for your Freedom of Information request submitted via email to Criminal Justice Inspection Northern Ireland (CJI) on 11 May 2013 in accordance with Section 8 of the Freedom of Information Act 2000.

Our understanding of the information requested is as follows:

- a copy of pay scales for each pay remit period: 08/09, 09/10, 10/11, 11/12 and 12/13;
- a copy of a letter of offer and contract/terms of condition for a permanent Staff Officer who would have been recruited in 2009, 2010, 2011 and 2012;
- if pay progression was implemented/paid for each of the pay remit periods: 08/09, 09/10, 10/11, 11/12 and 12/13; (By pay progression, I mean the movement, upwards, from one point in a scale to the next point REGARDLESS of cost of living/pay increase changes to the scales);
- if a pay increase was implemented, in addition, to pay progression for each pay remit period: 08/09, 09/10, 10/11, 11/12 and 12/13?; and
- where a pay increase was implemented, can you indicate what the percentage increase was?

In answer to your request for information, I can inform you that information relating to the above request is being released and our replies can be found below.

Query 1

In response to your request for information, I can confirm that during the financial years 2008-09 and 2009-10 CJI was a non-departmental public body sponsored by the Northern Ireland Office and that pay remits subject to the approval of the Department of Finance and Personnel (DFP) were not required. CJI became subject to the pay remit process applied by DFP following the establishment of the Department of Justice (DoJ) following the devolution of policing and justice matters on 12 April 2010 at which point sponsor responsibilities were transferred from the Northern Ireland Office to the DoJ.

In order to assist with your enquiry, information relating to the NIO three-year pay award covering 2006-07 to 2008-09 and subsequent one year deal for 2009-10 for staff at grades DI, C, B2, and B1 and A within CJI is included along with information.

Copies of the pay scales applicable for the 2010-11 and 2011-12 pay remit period for staff members at grades AO, SO, DP and 7 who opted to become aligned with the NICS pay scales are included in this response. In addition a copy of the 2009 pay scale for Grade C staff which continued to apply to those staff members who opted to remain on this pay scale is also enclosed along with a copy of the bespoke Inspector pay scale has been in place since 2010.

A copy of the 2012-13 pay scale which would apply to staff members at grades AO, DP and 7 who opted to become aligned with the NICS pay scales is also included. As previously stated, 2009 pay scale for Grade C staff which continued to apply to those staff members who opted to remain on this pay scale is also enclosed along with a copy of the bespoke Inspector pay scale has been in place since 2010.

Please note that the implementation of the 2012-13 pay scale can only occur within CJI after pay remits and supporting business cases for each staff group have been approved by the Department of Finance and Personnel (DFP). At the time of writing, CJI's business cases and pay remit proposals for 2012-13 has been submitted to DFP for consideration via its sponsor division within the Department of Justice and we await a response.

Please note that special allowances or bonuses have not been paid to CJI staff within the pay remit periods referred to nor at any point since the organisation was established in 2004.

Should you require further information in relation to staff members within CJI who were at SCS level between 2008-09 and 2012-13 please contact us.

Query 2

Please find enclosed a redacted copy of two letters of offer and terms and conditions of appointment for a permanent staff officer recruited within the period specified by you.

Query 3

Pay progression was implemented/paid for each of the pay remit periods stated in your request between 2008-09 to 2011-12 for staff at all grades within CJI apart from SCS staff who were subject to a two year pay freeze which commenced in April 2010. As previously stated, CJI's business cases and pay remit proposals for 2012-13 has been submitted to DFP

for consideration via its sponsor division within the Department of Justice and we await a response.

Query 4

There was no pay increase implemented, in addition, to pay progression for each pay remit period: 2008-0 to- 2011-12 and none will be applicable for 2012-13 should CJI's business cases and pay remit proposals for 2012-13 which have been submitted to DFP for consideration via its sponsor division within the Department of Justice be approved.

Query 5

No pay increase was implemented.

I hope this response satisfies your request.

Should the information contained in this letter not satisfy your request for information, you should contact in the first instance CJI's Freedom of Information Officer. Their address is Freedom of Information Officer, Criminal Justice Inspection Northern Ireland, 6th Floor, 14 Great Victoria Street, Belfast, BT2 7BA or email info@cjini.org.

Yours sincerely,

James Corrigan
Acting Chief Executive
Criminal Justice Inspection Northern Ireland



ANNEX A CURRENT SCALE FOR INSPECTORS

£	Scale
55,248	Point 10 (Maximum)
54,443	Point 9
53,626	Point 8
52,821	Point 7
51,608	Point 6
50,384	Point 5
48,775	Point 4
47,153	Point 3
45,532	Point 2
43,911	Point 1 (Minimum)

PERSONNEL SERVICES NOTICE: 57/07

DATE OF ISSUE: 10 MAY 2007

PAY AWARD FOR 06/07, 07/08 AND 08/09

Introduction

This note sets out the proposed pay settlement for people in grades D2 to A in the core NIO, legal offices and agencies. We have issued a formal pay offer to the trade unions and they will now consult their members. Pay Service will write to you with your new salary details in advance of the pay award being paid.

Overall value

The pay award is worth 10.74% across the three years (06/07, 07/08, 08/09). This amount was achieved after prolonged negotiations with the Treasury, including interventions from the Secretary of State and Jonathan Phillips. The Treasury had initially proposed a 1 year deal for 2006 somewhere in the range 2-3.5%. The Chancellor has recently confirmed that overall headline settlements for public sector workforces in 07/08 are to be less than the 2% inflation target. In this context of public sector pay restraint, a three year remit amounting to 10.74% represents a very good deal for us.

Many of you will be aware of the "no less favourable treatment" or "Fell" agreement. This dates back to 1996 and was contained in correspondence between the then head of the Northern Ireland Civil Service, David Fell, and the trade union, NIPSA. It addressed the union's concerns regarding pay delegation for the NIO and consisted of an undertaking that NICS staff in the NIO should "in the round" be treated no less favourably than those people covered by the DFP agreement. We made sure in our discussions with the Treasury that they were aware of the Fell agreement. Conscious of the agreement, the Treasury have stated that the basic awards for DFP and the NIO are comparable. The additional monies allocated to DFP relate to the restructuring of pay scales which is enabling DFP to reduce from 105 to 44 pay scales (in comparison the NIO has 7 pay scales).

SECTION A: PAY AND RELATED MATTERS

Eligibility

The pay award covers 3 years, 06/07, 07/08 and 08/09. It applies as follows:

- Year 1: Those people with a satisfactory performance rating for the period 1 April 2005 to 31 March 2006 will receive the 2006 pay award backdated to 1 August 2006. The unions are commencing ballots of their members so we cannot confirm the payment date at present, but we would hope to be able to meet the deadlines necessary to enable payment by the end of July.
- Year 2: Those people with a satisfactory performance rating for the period 1 April 2006 to 31 March 2007 will receive the 2007 pay award. It is our intention to pay this as close to the settlement date of 1 August 2007 as possible.
- Year 3: Those people with a satisfactory performance rating for the period 1 April 2007 to 31 March 2008 will receive the 2008 pay award. It is our intention to pay this as close to the settlement date of 1 August 2008 as possible.

The new pay scales

We are moving away from equity shares and introducing a spine step system. The purpose of a spine step system is to allow everyone with a satisfactory rating to progress one step up the scale (subject to band maximum) each year. Each point on the pay scale will also increase in value each year. For the three year duration of this pay deal, we are reducing the steps progressively; so for instance the B2 scale reduces from 40 pay points in 2005, to 15 spine steps in 2006, 13 in 2007 and 12 in 2008. For the first year, the numerous pay points will be assimilated into far fewer spine steps. Each person will then move up one step on the 2006 scale. The reduction in steps means that you will not necessarily move up a step in each subsequent year but the increasing value of each step

will ensure that your pay continues to rise. And the time it takes to progress through the pay scale will continue to reduce.

We have also greatly reduced overlapping pay bands and closely aligned many of our pay band maxima with DFP.

Annex 1 sets out the pay ranges for the three year period and Annex 2 sets out the percentage increases. **If you find your current salary in the 2005 column of Annex 2 and then read across in the same line, you will find your new salary for each of the following three years.**

Accountancy allowances

From 1 April 2007, all accountants will receive an accountancy allowance. On completion of foundation qualifications, accountants will receive £616 and a further £616 on completion of intermediate qualifications. Once fully qualified, accountants will instead receive an allowance based on grade: grade C £1,500, grade B2 £2,000, grade B1 £2,500 and grade A £3,000.

Auditor allowances

From 1 April 2007, a B2 auditor with MIIA or BATS will receive an allowance of £1,100 and a B2 auditor with MIIA and BATS will receive an allowance of £2,200.

Buyer allowances

From 1 April 2007, when a trainee buyer becomes a buyer they will receive £1,200 consolidated into their salary, subject to band maximum.

London weighting

London weighting is increasing from the 2005 rate of £4,000 to £4,100 in year 1 to £4,300 in year 2 and £4,400 in year 3.

Deputising rates

The daily rates for deputising will go up by 3.6% in year 2. In year 3 the methodology changes and the deputising rate will be 9% of the lower grade pay scale maximum.

Current grade	Deputising grade	Year 1 daily rate	Year 2 daily rate
D2	D1	£4.41	£4.57
D1	C	£5.31	£5.50
C	B2	£7.61	£7.88
B2	B1	£8.78	£9.10
B1	A	£11.66	£12.08

Prison emergency allowances

In 2006, a number of Prison Service allowances will increase by 3.6% as follows:

	2005 Rate	2006 Rate
Emergency allowance A	£1,811	£1,875
Emergency allowance B	£759	£785
Environmental teachers allowance	£952	£985
Civilian instructors responsibility allowance	£2,446	£2,535
Inconvenience in locality allowance	£113	£117

Starting pay on promotion

Starting pay on promotion remains at 10% on top of the lower grade salary or the new band minimum, whichever is more beneficial.

Underpin

We are providing a minimum payment to everyone in 2006 and 2007. If your consolidated pay increase is worth less than £500 in either of these two years, we will provide a non-consolidated payment to bring you up to this level. This will be paid on a pro rata basis for

part-time staff. No decision has been reached in relation to year 3, but we will keep this under review.

Non-consolidated performance bonuses (NCPBs)

There was an under-spend in the NCPB pot in 2006 and this has been used to create the underpin in year 1. In order to create an underpin for 2007, we have diverted monies from the non-consolidated pot and this means that the value of the 2007 NCPBs will be as follows:

Grade	£
A	1,330
B1	1,180
B2	1,030
C	855
ASO	775
D1	730
D2	630

Please note that NCPBs will also be paid on a pro rata basis for part-time staff.

SECTION B: ANNUAL LEAVE

We are reducing the qualifying periods for an increase to annual leave. The changes are as follows:

- Year 1 - People with less than 1 year's service at 1 February 2007 receive 25 days
 - New entrants after 1 February 2007 receive 25 days on entry
 - At 1 February 2007 people at grades D2 to C receive 30 days after 17 years
- Year 2 - At 1 February 2008 people at grades D2 to C receive 30 days after 16 years
- Year 3 - At 1 February 2009 people at grades D2 to B2 receive 30 days after 10 years

People at grades B1 and A already receive 30 days annual leave after 10 years.

Re-opening clauses

The pay deal includes provision for:

- Further discussions about the outcome of the equal pay review of grades D2 to A address any equal pay issues;
- Further discussions in relation to potential equal pay issues within the Northern Ireland Prison Service;
- Formal review arrangements at regular intervals during the 3 year remit period to take account of further increases in the rate of inflation;
- Further consideration of trade union side representations on inconsistencies with regard to the payment of overtime;
- Further discussions about the outcome of the legal pay and grading review;
- Further discussions about the NCPB arrangements to include a review of the NCPB system prior to the 2009 pay award, which will need to take into consideration the impact devolution would have on these arrangements;
- Further discussions about the transfer of people to the new devolved department to include how to assimilate staff and how to protect existing staff; and
- A comprehensive review of prison service allowances which will take into consideration the work carried out by people in general service grades employed in prison establishments and the circumstances and environment in which they are undertaken.

We will be writing to the unions separately in relation to these re-opening clauses to agree the terms of reference and timetables for their conclusion.

Further information

I have added below some frequently asked questions. If you require any further information about the contents of this note, please contact me (028 905 28542), Mairaid McMahon (028 905 28520), or Sheila Ward (028 905 28585).

Chris Flatt

Head of Pay and Personnel Policy

Annex 1

2006 – Year 1

A	B1	B2	C	ASO	D1	D2
35,800	26,980	21,816	16,344	14,180	13,138	12,040
36,794	27,654	22,347	16,802	14,665	13,411	12,254
37,788	28,328	22,878	17,260	15,150	13,684	12,468
38,782	29,002	23,409	17,718	15,635	13,957	12,682
39,776	29,676	23,940	18,176	16,120	14,230	12,896
40,770	30,350	24,471	18,634	16,605	14,503	13,110
41,764	31,024	25,002	19,092	17,090	14,776	13,324
42,758	31,698	25,533	19,550	17,575	15,049	13,538
43,752	32,372	26,064	20,008	18,060	15,322	13,752
44,746	33,046	26,595	20,466	18,545	15,595	13,966
45,740	33,720	27,126	20,924	19,030	15,868	14,180
46,734	34,394	27,657	21,382	19,515	16,141	
47,728	35,068	28,188	21,840	20,000	16,414	
48,722	35,742	28,719	22,298	20,485		
49,716	36,416	29,250	22,756	20,970		
50,710	37,090		23,214	21,455		
51,704			23,672	21,940		
52,698			24,130	22,425		
			24,588			
			25,046			

2007 – Year 2

A	B1	B2	C	ASO	D1	D2
37,923	28,649	23,016	17,043	14,639	14,063	12,615
38,913	29,316	23,589	17,544	15,153	14,400	12,880
39,903	29,983	24,162	18,045	15,667	14,737	13,145
40,893	30,650	24,735	18,546	16,181	15,074	13,410
41,883	31,317	25,308	19,047	16,695	15,411	13,675
42,873	31,984	25,881	19,548	17,209	15,748	13,940
43,863	32,651	26,454	20,049	17,723	16,085	14,205
44,853	33,318	27,027	20,550	18,237	16,422	14,470
45,843	33,985	27,600	21,051	18,751	16,759	
46,833	34,652	28,173	21,552	19,265		
47,823	35,319	28,746	22,053	19,779		
48,813	35,986	29,319	22,554	20,293		
49,803	36,653	29,892	23,055	20,807		
50,793	37,320		23,556	21,321		
51,783	37,987		24,057	21,835		
52,773			24,558	22,349		
53,763			25,059	22,863		
			25,560			

2008 - Year 3

A	B1	B2	C	ASO	D1	D2
39,823	30,142	24,089	17,668	15,049	14,890	13,130
40,824	30,871	24,674	18,194	15,601	15,206	13,401
41,825	31,600	25,259	18,720	16,153	15,522	13,672
42,826	32,329	25,844	19,246	16,705	15,838	13,943
43,827	33,058	26,429	19,772	17,257	16,154	14,214
44,828	33,787	27,014	20,298	17,809	16,470	14,485
45,829	34,516	27,599	20,824	18,361	16,786	14,756
46,830	35,245	28,184	21,350	18,913	17,099	
47,831	35,974	28,769	21,876	19,465		
48,832	36,703	29,354	22,402	20,017		
49,833	37,432	29,939	22,928	20,569		
50,834	38,161	30,520	23,454	21,121		
51,835	38,893		23,980	21,673		
52,836			24,506	22,225		
53,837			25,032	22,777		
54,838			25,558	23,329		
			26,086			

Annex 2

Grade A

2005 pt	2005 Salary	2006 Salary	2007 Salary	2008 Salary	Yr 1 %	Yr 2 %	Yr 3%	Overall
6-11	34,124 - 35,750	36,794	38,913	40,824	2.9 - 7.8	5.8	4.9	14.2 - 19.6
12-14	36,075 - 36,724	37,788	38,913	40,824	2.9 - 4.7	3.0	4.9	11.2 - 13.2
15-17	37,049 - 37,699	38,782	39,903	41,825	2.9 - 4.7	2.9	4.8	10.9 - 12.9
18-20	38,025 - 38,674	39,776	40,893	42,826	2.8 - 4.6	2.8	4.7	10.7 - 12.6
21-23	38,999 - 39,649	40,770	41,883	43,827	2.8 - 4.5	2.7	4.6	10.5 - 12.4
24-26	39,974 - 40,624	41,764	42,873	44,828	2.8 - 4.5	2.7	4.6	10.3 - 21.1
27-29	40,949 - 41,599	42,758	43,863	45,829	2.8 - 4.4	2.6	4.5	10.2 - 11.9
30-32	41,924 - 42,574	43,752	44,853	46,830	2.8 - 4.4	2.5	4.4	10.0 - 11.7
33-35	42,899 - 43,549	44,746	45,843	47,831	2.7 - 4.3	2.5	4.3	9.8 - 11.5
36-38	43,874 - 44,524	45,740	46,833	48,832	2.7 - 4.3	2.4	4.3	9.7 - 11.3
39-41	44,849 - 45,499	46,734	47,823	48,832	2.7 - 4.2	2.3	2.1	7.3 - 8.9
42-44	45,824 - 46,474	47,728	48,813	49,833	2.7 - 4.2	2.3	2.1	7.2 - 8.7
45-47	46,799 - 47,449	48,722	49,803	50,834	2.7 - 4.1	2.2	2.1	7.1 - 8.6
48-50	47,774 - 48,424	49,716	50,793	51,835	2.7 - 4.1	2.2	2.1	7.0 - 8.5
51-53	48,749 - 49,399	50,710	51,783	52,836	2.7 - 4.0	2.1	2.0	7.0 - 8.4
54-57	49,724 - 50,698	51,704	52,773	53,837	2.0 - 4.0	2.1	2.0	6.2 - 8.3
58-60	51,024 - 51,674	52,698	53,763	54,838	2.0 - 3.3	2.0	2.0	6.1 - 7.5

Grade B1

2005 pt	2005 Salary	2006 Salary	2007 Salary	2008 Salary	Yr 1 %	Yr 2 %	Yr 3%	Overall
6-11	25,663 - 26,885	27,654	29,316	30,871	2.9 - 7.8	6.0	5.3	14.8 - 20.3
12-14	27,128 - 27,618	28,328	29,316	30,871	2.6 - 4.4	3.5	5.3	11.8 - 13.8
15-16	27,862 - 28,107	29,002	29,983	30,871	3.2 - 4.1	3.4	3.0	9.8 - 10.8
17-19	28,351 - 28,840	29,676	30,650	31,600	2.9 - 4.7	3.3	3.1	9.6 - 11.5
20-22	29,084 - 29,573	30,350	31,317	32,329	2.6 - 4.4	3.2	3.2	9.3 - 11.2
23-25	29,817 - 30,306	31,024	31,984	33,058	2.4 - 4.0	3.1	3.4	9.1 - 10.9
26-27	30,550 - 30,795	31,698	32,651	33,787	2.9 - 3.8	3.0	3.5	9.7 - 10.6
28-30	31,039 - 31,528	32,372	33,318	34,516	2.7 - 4.3	2.9	3.6	9.5 - 11.2
31-33	31,772 - 32,262	33,046	33,985	35,245	2.4 - 4.0	2.8	3.7	9.2 - 10.9
34-36	32,505 - 32,995	33,720	34,652	35,974	2.2 - 3.7	2.8	3.8	9.0 - 10.7
37-38	33,239 - 33,483	34,394	35,319	36,703	2.7 - 3.5	2.7	3.9	9.6 - 10.4
39-41	33,727 - 34,217	35,068	35,986	37,432	2.5 - 4.0	2.6	4.0	9.4 - 11.0
42-44	34,461 - 34,950	35,742	36,653	37,432	2.3 - 3.7	2.5	2.1	7.1 - 8.6
45-47	35,194 - 35,683	36,416	37,320	38,161	2.1 - 3.5	2.5	2.3	6.9 - 8.4
48-49	35,927 - 36,172	37,090	37,987	38,893	2.5 - 3.2	2.4	2.4	7.5 - 8.2

Grade B2

2005 pt	2005 Salary	2006 Salary	2007 Salary	2008 Salary	Yr 1 %	Yr 2 %	Yr 3%	Overall
6-10	20,869 – 21,664	22,347	23,589	24,674	3.2 – 7.1	5.6	4.6	13.9 - 18.2
11-13	21,863 – 22,261	22,878	23,589	24,674	2.8 – 4.6	3.1	4.6	10.8 - 12.9
14-16	22,459 – 22,857	23,409	24,162	25,259	2.4 – 4.2	3.2	4.5	10.5 - 12.5
17-18	23,056 – 23,254	23,940	24,735	25,844	3.0 – 3.8	3.3	4.5	11.1 - 12.1
19-21	23,453 – 23,851	24,471	25,308	26,429	2.6 – 4.3	3.4	4.4	10.8 - 12.7
22-24	24,049 – 24,447	25,002	25,881	27,014	2.3 – 4.0	3.5	4.4	10.5 - 12.3
25-26	24,646 – 24,844	25,533	26,454	27,599	2.8 – 3.6	3.6	4.3	11.1 - 12.0
27-29	25,043 – 25,441	26,064	27,027	28,184	2.4 – 4.1	3.7	4.3	10.8 - 12.5
30-32	25,639 – 26,037	26,595	27,600	28,769	2.1 – 3.7	3.8	4.2	10.5 - 12.2
33-34	26,236 – 26,435	27,126	28,173	28,769	2.6 – 3.4	3.9	2.1	8.8 - 9.7
35-37	26,633 – 27,031	27,657	28,746	29,354	2.3 – 3.8	3.9	2.1	8.6 - 10.2
38-40	27,230 – 27,627	28,188	29,319	29,939	2.0 – 3.5	4.0	2.1	8.4 - 9.9
41-42	27,826 – 28,025	28,719	29,319	29,939	2.5 – 3.2	2.1	2.1	6.8 - 7.6
43-45	28,223 – 28,620	29,250	29,892	30,520	2.2 – 3.6	2.2	2.1	6.7 - 8.2

Grade C

2005 pt	2005 Salary	2006 Salary	2007 Salary	2008 Salary	Yr 1 %	Yr 2 %	Yr 3%	Overall
6-9	15,792 - 16,243	16,802	17,544	18,194	3.4 - 6.4	4.4	3.7	12.0-15.2
10-12	16,394 - 16,694	17,260	18,045	18,720	3.4 - 5.3	4.5	3.7	12.1-14.2
13-15	16,845 - 17,145	17,718	18,546	19,246	3.3 - 5.2	4.7	3.8	12.3-14.3
16-18	17,296 - 17,597	18,176	19,047	19,772	3.3 - 5.1	4.8	3.8	12.4-14.3
19-21	17,747 - 18,048	18,634	19,548	20,298	3.2 - 5.0	4.9	3.8	12.5-14.4
22-24	18,198 - 18,499	19,092	20,049	20,824	3.2 - 4.9	5.0	3.9	12.6-14.4
25-27	18,649 - 18,950	19,550	20,550	21,350	3.2 - 4.8	5.1	3.9	12.7-14.5
28-30	19,101 - 19,401	20,008	20,550	21,350	3.1 - 4.7	2.7	3.9	10.0-11.8
31-34	19,552 - 20,003	20,466	21,051	21,876	2.3 - 4.7	2.9	3.9	9.4-11.9
35-37	20,153 - 20,454	20,924	21,552	22,402	2.3 - 3.8	3.0	3.9	9.5-11.2
38-40	20,604 - 20,905	21,382	22,053	22,928	2.3 - 3.8	3.1	4.0	9.7-11.3
41-43	21,056 - 21,356	21,840	22,554	23,454	2.3 - 3.7	3.3	4.0	9.8-11.4
44-46	21,507 - 21,808	22,298	23,055	23,980	2.2 - 3.7	3.4	4.0	10.0-11.5
47-49	21,958 - 22,259	22,756	23,556	24,506	2.2 - 3.6	3.5	4.0	10.1-11.6
50-52	22,409 - 22,711	23,214	24,057	25,032	2.2 - 3.6	3.6	4.1	10.2-11.7
53-55	22,861 - 23,162	23,672	24,558	25,558	2.2 - 3.5	3.7	4.1	10.3-11.8
56-58	23,312 - 23,613	24,130	25,059	26,086	2.2 - 3.5	3.8	4.1	10.5-11.9
59-61	23,764 - 24,064	24,588	25,560	26,086	2.2 - 3.5	4.0	2.1	8.4-9.8
62-64	24,215 - 24,516	25,046	25,560	26,086	2.2 - 3.4	2.1	2.1	6.4-7.7

Grade ASO

2005 pt	2005 Salary	2006 Salary	2007 Salary	2008 Salary	Yr 1 %	Yr 2 %	Yr 3%	Overall
6-8	13,818 - 14,082	14665	15,667	16,705	4.1 - 6.1	6.8	6.6	18.6-20.9
9-12	14,213 - 14,608	15150	15,667	16,705	3.7 - 6.6	3.4	6.6	14.4-17.5
13-16	14,739 - 15,134	15635	16,181	17,257	3.3 - 6.1	3.5	6.6	14.0-17.1
17-19	15,266 - 15,529	16120	16,695	17,257	3.8 - 5.6	3.6	3.4	11.1-13.0
20-23	15,661 - 16,056	16605	17,209	17,809	3.4 - 6.0	3.6	3.5	10.9-13.7
24-27	16,187 - 16,582	17090	17,723	18,361	3.1 - 5.6	3.7	3.6	10.7-13.4
28-30	16,713 - 16,977	17575	18,237	18,913	3.5 - 5.2	3.8	3.7	11.4-13.2
31-34	17,108 - 17,503	18060	18,751	19,465	3.2 - 5.6	3.8	3.8	11.2-13.8
35-38	17,635 - 18,030	18545	19,265	20,017	2.9 - 5.2	3.9	3.9	11.0-13.5
39-41	18,161 - 18,424	19030	19,779	20,569	3.3 - 4.8	3.9	3.9	11.6-13.3
42-45	18,556 - 18,950	19515	20,293	21,121	3.0 - 5.2	4.0	4.0	11.5-13.8
46-49	19,082 - 19,477	20000	20,807	21,673	2.7 - 4.8	4.0	4.0	11.3-13.6
50-52	19,609 - 19,872	20485	21,321	22,225	3.1 - 4.5	4.1	4.1	11.8-13.3
53-56	20,004 - 20,398	20970	21,835	22,777	2.8 - 4.8	4.1	4.1	11.7-13.9
57-60	20,530 - 20,924	21455	22,349	23,329	2.5 - 4.5	4.2	4.2	11.5-13.6
61-64	21,057 - 21,451	21940	22,863	23,329	2.3 - 4.2	4.2	4.2	8.8-10.8
65-67	21,583 - 21,846	22425	22,863	23,329	2.7 - 3.9	2.0	2.0	6.8-8.1
68	21,977	22425	22,863	23,329	2.0	2.0	2.0	6.0

Grade D1

2005 pt	2005 Salary	2006 Salary	2007 Salary	2008 Salary	Yr 1 %	Yr 2 %	Yr 3%	Overall
6-12	12,408 - 13,118	13,411	14,400	15,206	2.2 - 8.1	7.4	5.6	15.9-22.5
13-14	13,235 - 13,354	13,684	14,400	15,206	2.5 - 3.4	5.2	5.6	13.9-14.9
15-16	13,472 - 13,590	13,957	14,400	15,206	2.7 - 3.6	3.2	5.6	11.9-12.9
17-19	13,709 - 13,945	14,230	14,737	15,206	2.0 - 3.8	3.6	3.2	9.0-10.9
20-21	14,063 - 14,181	14,503	15,074	15,522	2.3 - 3.1	3.9	3.0	9.5-10.4
22-23	14,299 - 14,417	14,776	15,411	15,838	2.5 - 3.3	4.3	2.8	9.9-10.8
24-26	14,536 - 14,772	15,049	15,411	15,838	1.9 - 3.5	2.4	2.8	7.2-9.0
27-28	14,891 - 15,008	15,322	15,748	16,154	2.1 - 2.9	2.8	2.6	7.6-8.5
29-30	15,126 - 15,245	15,595	16,085	16,470	2.3 - 3.1	3.1	2.4	8.0-8.9
31-32	15,363 - 15,481	15,868	16,422	16,786	2.5 - 3.3	3.5	2.2	8.4-9.3
33-35	15,599 - 15,836	16,141	16,759	17,099	1.9 - 3.5	3.8	2.0	8.0-9.6
36-37	15,953 - 16,071	16,414	16,759	17,099	2.1 - 2.9	2.1	2.0	6.4-7.2

Grade D2

2005 pt	2005 Salary	2006 Salary	2007 Salary	2008 Salary	Yr 1 %	Yr 2 %	Yr 3%	Overall
6-10	11,586 - 12,028	12,254	12,880	13,401	1.9 - 5.8	5.1	4.0	11.4-15.7
11-12	12,138 - 12,249	12,468	12,880	13,401	1.8 - 2.7	3.3	4.0	9.4-10.4
13	12,359	12,682	13,145	13,672	2.6	3.7	4.0	10.6
14-15	12,469 - 12,580	12,896	13,410	13,943	2.5 - 3.4	4.0	4.0	10.8-11.8
16-17	12,690 - 12,800	13,110	13,410	13,943	2.4 - 3.3	2.3	4.0	8.9 - 9.9
18-19	12,910 - 13,021	13,324	13,675	14,214	2.3 - 3.2	2.6	3.9	9.2-10.1
20-21	13,131 - 13,241	13,538	13,940	14,214	2.2 - 3.1	3.0	2.0	7.3 - 8.2
22-23	13,352 - 13,462	13,752	14,205	14,485	2.2 - 3.0	3.3	2.0	7.6 - 8.5
24-25	13,572 - 13,682	13,966	14,420	14,756	2.1 - 2.9	3.6	2.0	7.8 - 8.7
26-27	13,794 - 13,904	14,180	14,420	14,756	2.0 - 2.8	2.0	2.0	6.1 - 7.0

Frequently asked questions

What if I have not had my report yet?

Speak to your line manager immediately. The reports used to calculate awards are those for the report year ending 31 March prior to the settlement date. If your report has not been returned, we cannot pay any increase that is due.

Are new entrants during the reporting year eligible for the pay award?

New entrants are eligible if you have been in post for a period of more than 3 months of the reporting year (that is appointed before 1 January during the reporting year) and have a satisfactory performance rating.

Where a person employed on a casual or fixed term basis is made permanent at any grade, their previous service should count as continuous service provided there is no break in service. A break in service is defined as a period of at least one week.

If you have been appointed on or after 1 January during the reporting year you will not be eligible for progression, however you will be entitled to receive the benefit of any increase of that spine step. If you started on the minimum of the old pay scale, you will move to the minimum of the new pay scale. However, if you started above the minimum, you will be moved to the nearest step on the new pay scale.

What about people on statutory maternity leave or sick leave absence on full or half rate of pay?

For pay progression purposes where you were absent for part of the reporting year due to statutory maternity leave or sick absence on full or half rate of pay you will be awarded a performance rating based on that part of the year when you were in attendance.

If you were on statutory maternity leave or sick absence (except at pension rate) for part of the reporting year, you will be eligible for the full pay award.

If you have been on sick absence for the full reporting period and there is no period of attendance on which performance can be assessed, we will assume a satisfactory rating, provided your immediately preceding report rating is satisfactory, and the pay award will be applied accordingly.

If your immediately preceding report marking is unsatisfactory, you will not receive a pay increase.

What about people on career breaks?

People returning from a career break will receive a notional satisfactory rating and pay awards will be applied accordingly.

What about people on sick absence at pension rate of pay (PROP) and unpaid sick absence?

If you have been on PROP or unpaid sick absence for a total of 274 days or more, you will not be eligible for a one step pay uplift. However you will move across to the nearest step on the new pay scale. If you have been on PROP for a period of less than 274 days of the reporting period, you will be eligible to receive a one step pay uplift at 1 August (subject to satisfactory performance).

What if I am on unpaid leave? (Including unpaid maternity leave following statutory maternity leave)

If you have been on unpaid leave for a total of 274 days or more of the reporting period, you will not be eligible for a one step pay uplift. You will move across to the nearest point on the new pay scale.

If you have been on unpaid leave for less than 274 days of the reporting period, you will be eligible to receive a one point pay uplift at 1 August (subject to satisfactory performance).

What about people on mark-time pay?

If you are on mark-time pay, your pay will be progressed eroding the mark time element.

What about people employed on a temporary contract?

As a temporary/casual member of staff you will have your existing salary increased to the new pay scale minimum of your grade. However if you have been in post prior to 1 January of the reporting year and are still in post on the settlement date, and have a satisfactory performance rating, you may be entitled to a one step pay uplift.

What about people who were promoted during the reporting year?

If you have 3 months service or less in the higher grade during the reporting year or promoted after 1 April (that is if you were promoted on or after 1 January of the reporting year), you will not be eligible for a pay uplift at the higher grade. The annual pay award will instead be based on the lower grade pay scale as you will have served in the lower grade for nine months or more of the reporting period.

Your lower grade pay point at the time of promotion should be established and, if a satisfactory performer, a one step uplift should be applied, your pay on promotion should then be recalculated using the pay on promotion terms and you will be moved across to the appropriate step on the new higher grade scale at 1 August.

If you have more than 3 months service (which includes periods of temporary promotion) in the higher grade during the reporting year (that is promoted before 1 January of the reporting year) and have a satisfactory rating in the higher grade, your performance award should be made on the higher grade pay scale. You should move up one step on the higher grade pay scale.

What about people who are on temporary promotion on the settlement date?

If you have been on temporary promotion during the reporting year you will receive a pay award in the higher grade and scale only if the period of temporary promotion was more than 3 months of the reporting period and if you are still on temporary promotion to the higher grade at the pay award date - 1 August.

If you have reverted to your substantive grade by 1 August then this is the grade and scale that is applicable at the pay award date.

When establishing if you have been on temporary promotion for more than 3 months service at the higher grade, all periods of temporary promotion during the reporting year should be taken into account even if there is a break in between.

If you have been on temporary promotion during the reporting year for 3 months service or less at the higher grade during that period and you are also on temporary promotion at the 1 August pay award date, your salary should be increased, based on the substantive grade salary, by one step and then pay on promotion terms will be reapplied.

If you were on temporary promotion during the reporting year for more than 3 months service at the higher grade during this period and you are also on temporary promotion at the pay award date of 1 August, then you should receive your pay award on the higher grade pay scale; that is you should move up the higher grade pay scale by one step (if a satisfactory performer).

What about people who have worked overtime etc?

As the pay award is being backdated to 1 August, deputising and overtime rates etc will all be recalculated to take account of the increase, and arrears paid.

What if I received an unsatisfactory rating?

If you have received an unsatisfactory performance appraisal rating you are not eligible for a one step progression uplift. You will therefore remain on your existing step. However if you are on the minimum of the old pay scale you will move to the minimum of the new pay scale.

What if I transfer between NIO and another department?

Where someone transfers between NIO and another department during the reporting year their pay award will be that of the department in which they have spent the majority of the reporting year. In the event of an even split - that is a transfer with effect from 1 October, the person will receive the pay award of the department into which they have transferred.

Can the pay deal be reopened?

Although this is a three-year pay deal covering the period to 31 July 2009, Management and Trade Union Sides have agreed that they will meet on a number of pay related issues during this period. This could result in a request to Treasury to re-open the terms of the settlement, but there are no guarantees that such a request would be acceded to, and therefore there should not be an expectation that the terms of the settlement might be varied in future.

PERSONNEL SERVICES NOTICE 07/10
DATE OF ISSUE: 07 April 2010

2009 PAY SETTLEMENT - FORMAL OFFER TO TRADE UNIONS

Introduction

This bulletin is to keep you informed of progress in pay negotiations with the trade unions. A formal offer has been made to all three trade unions (FDA, NIPSA and PCS). The details of the offer are outlined below.

Formal Offer

2. The total pay offer was in line with the Treasury agreed remit and covers the period 1 August 2009 to 31 July 2010. This note sets out the position we have reached in formal negotiations.

3. The pay settlement is worth 2.47% and allows for:
- a. One step progression for all staff with a satisfactory performance marking (1.79%);
 - b. Pensionable allowances for non-uniformed prison service staff (0.11%) working in prison establishments;
 - c. A 1% non-consolidated payment for staff on the maximum of their pay scale (0.14%);
 - d. Revalorisation of all pay points below the max by £142 (with a non-consolidated payment of £142 to those moving onto, or remaining on, the max) (0.43%); and
 - e. Removal of the bottom point from each pay scale.

4. Annex 1 sets out the 2009 pay ranges. Annex 2 details consolidated percentage increases and non-consolidated payments for those at, or reaching, the pay band maxima.

Prison Allowances

5. A new flat rate pensionable allowance of £1,250 (to be known as the Prison Environmental Allowance (PEA)) will be introduced to replace the current Emergency Allowances A and B, the Environmental Teachers Allowance and the Inconvenience

Locality Allowance. For staff currently in receipt of the Emergency Allowance the value of the PEA will be less than the current value of Environmental Allowances plus the emergency allowance; the difference will be protected through a mark time arrangement.

Assimilation to NICS Pay Scales on Devolution

6. When policing and justice functions transfer to the new Department of Justice on 12 April 2010 staff at grades C to A will have the option of moving across to the analogous NICS pay scales at the equivalent or next highest point in monetary terms. Staff at grades D2 and D1 will have the option to assimilate onto the NICS AA and AO pay scales respectively; this assimilation will be in line with the length of service provisions as outlined in the terms of the NICS Equal Pay offer dated 23 November 2009. Assimilation on these terms does not allow for any payment of compensation or salary for service with the NIO prior to the date of devolution i.e. 12 April 2010.

7. Given the current economic climate and the constraints on public spending I believe this is a good package for our staff when considered in conjunction with the favourable assimilation terms associated with devolution.

8. Provided that all 3 trade unions reply formally to the offer within the required timeframe, it is expected that this award to be paid at the end of April.

Personnel Services Division
April 2010

Annex 1: 2009 Pay Scales

2009 Pay Scales

A	B1	B2	C	ASO	D1	D2
40,966	31,013	24,816	18,336	15,743	15,348	13,543
41,967	31,742	25,401	18,862	16,295	15,664	13,814
42,968	32,471	25,986	19,388	16,847	15,980	14,085
43,969	33,200	26,571	19,914	17,399	16,296	14,356
44,970	33,929	27,156	20,440	17,951	16,612	14,627
45,971	34,658	27,741	20,966	18,503	16,928	14,756
46,972	35,387	28,326	21,492	19,055	17,099	
47,973	36,116	28,911	22,018	19,607		
48,974	36,845	29,496	22,544	20,159		
49,975	37,574	30,081	23,070	20,711		
50,976	38,303	30,520	23,596	21,263		
51,977	38,893		24,122	21,815		
52,978			24,648	22,367		
53,979			25,174	22,919		
54,838			25,700	23,329		
			26,086			

Annex 2: Consolidated % increases and Non-consolidated payments

Non-Consolidated Payments

	A	B1	B2	C	ASO	D1	D2
Staff reaching the max in 2009	£142	£142	£142	£142	£142	£142	£142
Staff previously on the 2008 max	£690	£531	£447	£403	£375	£313	£290

Consolidated Percentage Increases

A	B1	B2	C	ASO	D1	D2
2.9%	2.9%	3.0%	3.8%	4.6%	3.1%	3.1%
2.8%	2.8%	2.9%	3.7%	4.4%	3.0%	3.1%
2.7%	2.8%	2.9%	3.6%	4.3%	3.0%	3.0%
2.7%	2.7%	2.8%	3.5%	4.2%	2.9%	3.0%
2.6%	2.6%	2.8%	3.4%	4.0%	2.8%	2.9%
2.5%	2.6%	2.7%	3.3%	3.9%	2.8%	1.9%
2.5%	2.5%	2.6%	3.2%	3.8%	1.9%	0.0%
2.4%	2.5%	2.6%	3.1%	3.7%	0.0%	
2.4%	2.4%	2.5%	3.1%	3.6%		
2.3%	2.4%	2.5%	3.0%	3.5%		
2.3%	2.3%	1.9%	2.9%	3.4%		
2.2%	1.9%	0.0%	2.8%	3.3%		
2.2%	0.0%		2.8%	3.2%		
2.2%			2.7%	3.1%		
1.9%			2.7%	2.4%		
0.0%			2.1%	0.0%		
			0.0%			

Annex 3: Assimilation Criteria as outlined in the NICS Equal Pay Offer

Revised Pay scale 1/02/09	Period of Reckonable Service in AA or Analogous Grade at 1 February 2009*
13,280	less than one year service in the substantive grade and below the maxima
14,131	From 1 year to less than 3 years service in the substantive grade and below the maxima
14,981	From 3 years to less than 5 years service in the substantive grade and below the maxima
15,619	From 5 years to less than 6 years service in the substantive grade and below the maxima
16,257	6 years service or more in the substantive grade and below the maxima
16,682	Staff on the maxima with less than 6 years service in the substantive grade
17,108	Staff on the maxima with 6 or more years service in the substantive grade

Revised Pay scale 1/02/09	Period of Reckonable Service in AO or Analogous Grade at 1 February 2009*
15,277	less than one year service in substantive grade and below the maxima
16,312	From 1 year to less than 3 years service in the substantive grade and below the maxima
17,348	From 3 years to less than 5 years service in the substantive grade and below the maxima
18,038	From 5 years to less than 6 years service in the substantive grade and below the maxima
18,728	6 years service or more in the grade and below the maxima
19,419	Staff on the maxima with less than 6 years service in the substantive grade
20,109	Staff on the maxima with 6 or more years service in the substantive grade
20,799	
21,490	
21,835	
22,180	

* D1 and D2 staff will assimilate onto the respective NICS AO and AA scales from the point of devolution i.e. 12 April 2010.

AA and analogous pay scales

338 Admin Assistant, Dental Surgery Assistant,
Admin Assistant (New Deal), Strangford Ferry Purser
283 Mapping and Charting TGII
302 Asst Custodian
310 Typist
314 Typist London
325 Typist (CMED)
330 Cleaner
335 Admin Assistant (CMED)
339 AA London
377 TGII
392 Support Grade Band 2 (SSA)
393 Support Grade Band 2
394 Admin Assistant (SSA)
396 Typist (SSA)
398 Support Grade Band 2 Security guard

1st February 2010 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	17,533	Max	17,533	Max	17,533
6	17,108	5	17,108	4	17,108
5	16,682	4	16,682	3	16,682
4	16,257	3	16,257	2	16,257
3	15,619	2	15,619	1	15,619
2	14,981	1	14,981		
1	14,131				

380 'O' level Trainee

312 Student, ICT Level 1

1st February 2010 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	17,533	Max	17,533	Max	17,533
3	16,682	3	16,892	3	17,052
2	15,619	2	16,096	2	16,455
1	14,131	1	14,981	1	15,619

1st February 2010 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
1	14,131	1	14,981	1	15,619

356 Admin Officer, ICT Level 2,
Mapper, Admin Officer
(New Deal), Strangford Ferry
Senior Purser
301 Custodian
308 Stores Officer Grade D
311 Asst Supervisor
(Water) (Personal)
323 Technical Grade 1,
Assistant Draughtsman
Illustrator, Assistant Warden,
Vehicle Inspector, Marine Fitter
324 Mapping and Charting TG1
333 Nurse Grade C
341 SSO IIB (SSA)
351 Admin Officer (CMED)
353 Post Mortem Attendant
355 Field Monument Warden
358 SSO IIB (CMED)
359 SSO IIB
360 Security Officer
362 Assistant Scientific Officer
364 SSO IIA
365 Security guard,
367 Support Grade Band 1
368 AO London
369 SSO IIB (SSA)

370 Admin Officer (SSA),
Medical Attendant
376 Security Officer (SSA)
378 Security Guard (SSA)
379 Support Grade Band 1 (SSA)
384 SSO IIA (CMED)
389 Trainee Inspector TSS
403 Conservation Grade G

1st February 2010 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	22,180	Max	22,180	Max	22,180
9	21,835	8	21,835	7	21,835
8	21,490	7	21,490	6	21,490
7	20,799	6	20,799	5	20,799
6	20,109	5	20,109	4	20,109
5	19,419	4	19,419	3	19,419
4	18,728	3	18,728	2	18,728
3	18,038	2	18,038	1	18,038
2	17,348	1	17,348		
1	16,312				

365 Security guard,
376 Security Officer (SSA)
378 Security Guard (SSA)

1st February 2010 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	22,180	Max	22,180	Max	22,180
9	21,835	8	21,835	7	21,835
8	21,490	7	21,490	6	21,490
7	20,799	6	20,799	5	20,799
6	20,109	5	20,109	4	20,109
5	19,419	4	19,419	3	19,419
4	18,728	3	18,728	2	18,728
3	18,038	2	18,038	1	18,038
2	17,348	1	17,348		
1	16,312				

EOII and analogous pay scales

- 284 EOII, Audit Assistant (H&SS), Trainee Careers Advisor,
Law Clerk II, Senior Mapper, ICT level 3,
Traffic Examiner EOII, Strangford Ferry Skipper
- 234 Typing Manager (SSA)
- 242 SSO 1 (SSA)
- 243 Senior Personal Secretary (SSA)
- 272 EOII (SSA)
- 279 Typing Manager
- 282 SSO 1
- 292 Support Manager 3
- 296 EOII London
- 303 Supervisor of Security Guards, Support
Manager 3 (Supervisor of Security Guards)
- 307 Support Manager 3 (SSA)
- 313 Driver and Traffic Examiner,
Enforcement Officer

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	23,250	Max	23,250	Max	23,250
6	22,988	5	22,988	4	22,988
5	22,456	4	22,456	3	22,456
4	21,924	3	21,924	2	21,924
3	21,392	2	21,392	1	21,392
2	20,860	1	20,860		
1	20,285				

- 315 Social Security Officer 1 (CMED)
- 318 EOII (CMED)
- 326 Senior Personal Secretary
- 331 Senior Personal Secretary (CMED)
- 343 Personal Secretary
- 348 Personal Secretary (SSA)

- 349 Personal Secretary London
- 350 Personal Secretary (CMED)
- 410 Inspector Group 1, Imports Inspector,
Fisheries Officer II

289 EOII Accountant, Audit Assistant (H&SS) (Accountant)

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	26,250	Max	26,250	Max	26,250
6	25,988	5	25,988	4	25,988
5	25,456	4	25,456	3	25,456
4	24,924	3	24,924	2	24,924
3	24,392	2	24,392	1	24,392
2	23,860	1	23,860		
1	23,285				

261 Instructional Officer

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	24,275	Max	24,275	Max	24,275
6	23,619	5	23,619	4	23,619
5	22,963	4	22,963	3	22,963
4	22,306	3	22,306	2	22,306
3	21,650	2	21,650	1	21,650
2	20,994	1	20,994		
1	20,285				

EOI and analogous pay scales

- 237 Executive Officer I, Assistant
Accommodation Manager/ess,
Assistant Auditor (H&SS),
Senior Audit Assistant, Careers Adviser,
Law Clerk I, ICT Level 4, Supt Mapper,
Audio Visual Technician,
Assistant Information Officer,
Strangford Ferry Shift Manager
- 211 Senior Careers Advisor
- 216 Meat Inspector
- 223 Deputy Catering Advisor,
- 232 Executive Officer 1 (CMED)
- 233 Executive Officer 1 (SSA)
- 235 Senior Enforcement Officer
- 238 Inspector II (Health and Safety)
- 241 Accommodation Manager (Enniskillen)
- 244 PTO (All Disciplines), Area Forest Engineer,
Area Foreman, Clerk of Works II,
Donaghadee Harbour Master/Foreman of
Works, Fire Officer II, Housing Inspector II,
Land Survey Technician III, Vehicle/Driving
Examiner, Warden, Works Technical Officer,
Assistant Valuer

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	26,086	Max	26,086	Max	26,086
8	25,978	7	25,978	6	25,978
7	25,601	6	25,601	5	25,601
6	25,223	5	25,223	4	25,223
5	24,657	4	24,657	3	24,657
4	24,091	3	24,091	2	24,091
3	23,336	2	23,336	1	23,336
2	22,581	1	22,581		
1	21,826				

- 245 Mapping and Charting Officer
- 246 Support Manager 2
- 258 Senior Driving and Traffic Examiner
- 259 Senior Valuation Assistant
- 269 Assistant Librarian
- 274 Scientific Officer
- 276 Curatorial Grade F
- 278 Stores Officer C
- 294 Catering Manager III

- 305 Inspector IV Agric
- 306 Photographic Officer
- 342 Conservation Grade F,
- 374 Inspector Group 3, Fisheries Officer I,
Manager/Warden
- 407 Assistant Manager/Warden,
Senior Warden, Inspector Group 2,
Senior Imports Inspector, Food Technology
Technician, Poultry Meat Inspector

240 EOI Accountant, Senior Audit Assistant (Accounting)

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	29,086	Max	29,086	Max	29,086
8	28,978	7	28,978	6	28,978
7	28,601	6	28,601	5	28,601
6	28,223	5	28,223	4	28,223
5	27,657	4	27,657	3	27,657
4	27,091	3	27,091	2	27,091
3	26,336	2	26,336	1	26,336
2	25,581	1	25,581		
1	24,826				

220 Higher Instructional Officer

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	28,564	Max	28,564	Max	28,564
8	28,093	7	28,093	6	28,093
7	27,624	6	27,624	5	27,624
6	27,153	5	27,153	4	27,153
5	26,449	4	26,449	3	26,449
4	25,744	3	25,744	2	25,744
3	24,804	2	24,804	1	24,804
2	23,864	1	23,864		
1	22,924				

226 Inspector (TSB)

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	28,072	Max	28,072	Max	28,072
8	27,865	7	27,865	6	27,865
7	27,388	6	27,388	5	27,388
6	26,912	5	26,912	4	26,912
5	26,196	4	26,196	3	26,196
4	25,481	3	25,481	2	25,481
3	24,528	2	24,528	1	24,528
2	23,574	1	23,574		
1	22,620				

202 Forest Officer III

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	30,651	Max	30,651	Max	30,651
8	30,524	7	30,524	6	30,524
7	30,081	6	30,081	5	30,081
6	29,637	5	29,637	4	29,637
5	28,972	4	28,972	3	28,972
4	28,307	3	28,307	2	28,307
3	27,420	2	27,420	1	27,420
2	26,533	1	26,533		
1	25,646				

SO and analogous pay scales

193 Staff Officer, Accommodation Manager/ess, Auditor (H&SS), Assistant Auditor (Envir), Careers Service Manager, Deputy Catering Advisor, Information Officer, Investigation Officer, Senior Law Clerk, Chief Mapper, Security Surveyor, ICT Level 5, Senior Work Study Officer, Inspector Group 4, Medicines Enforcement Officer

079 Higher Psychologist

181 Librarian

184 Staff Officer (CMED)

186 HPTO (All Disciplines), Assistant Area Transport Manager, Clerk of Works 1, Estates Superintendent, Senior Housing Inspector, Fire Officer 1

188 Valuer II

197 Staff Officer London

198 Staff Officer (SSA)

200 AT/SO (A) Senior Assistant Statistician, Senior Assistant Economist

201 Chief Typing Manager (SSA)

204 Supervising Examiner (ADI/Driving Tests)

206 Chief Typing Manager

207 Senior Meat Inspector

212 Higher Scientific Officer,

213 Higher Mapping and Charting Officer

219 Nurse Grade G

291 Graduate Trainee

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	23,336	Max	24,091	Max	24,657
2	22,581	2	23,336	2	24,091
1	21,826	1	22,581	1	23,336

251 Curatorial Grade E, Research Assistant (Historic Monuments), Conservation Grade E

304 Higher Photographic

336 Inspector Group 5

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	30,520	Max	30,520	Max	30,520
8	30,331	7	30,331	6	30,331
7	29,871	6	29,871	5	29,871
6	29,412	5	29,412	4	29,412
5	28,723	4	28,723	3	28,723
4	28,034	3	28,034	2	28,034
3	27,115	2	27,115	1	27,115
2	26,197	1	26,197		
1	25,278				

185 Senior Instructional Officer

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	30,985	Max	30,985	Max	30,985
8	30,927	7	30,927	6	30,927
7	30,599	6	30,599	5	30,599
6	30,271	5	30,271	4	30,271
5	29,779	4	29,779	3	29,779
4	29,287	3	29,287	2	29,287
3	28,631	2	28,631	1	28,631
2	27,975	1	27,975		
1	27,319				

157 Agricultural Economist, Agriculture Inspector Grade III, Senior Fisheries Officer

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	34,151	Max	34,151	Max	34,151
8	33,652	7	33,652	6	33,652
7	32,883	6	32,883	5	32,883
6	32,114	5	32,114	4	32,114
5	31,024	4	31,024	3	31,024
4	29,935	3	29,935	2	29,935
3	28,525	2	28,525	1	28,525
2	27,371	1	27,371		
1	25,833				

215 Fire Officer

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	32,840	Max	32,840	Max	32,840
8	32,534	7	32,534	6	32,534
7	31,959	6	31,959	5	31,959
6	31,384	5	31,384	4	31,384
5	30,521	4	30,521	3	30,521
4	29,658	3	29,658	2	29,658
3	28,507	2	28,507	1	28,507
2	27,356	1	27,356		
1	26,206				

182 Area Inspector (TSB)

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	31,575	Max	31,575	Max	31,575
8	31,333	7	31,333	6	31,333
7	30,821	6	30,821	5	30,821
6	30,309	5	30,309	4	30,309
5	29,540	4	29,540	3	29,540
4	28,772	3	28,772	2	28,772
3	27,748	2	27,748	1	27,748
2	26,724	1	26,724		
1	25,700				

190 Forest Officer II

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	34,335	Max	34,335	Max	34,335
8	34,122	7	34,122	6	34,122
7	33,605	6	33,605	5	33,605
6	33,089	5	33,089	4	33,089
5	32,313	4	32,313	3	32,313
4	31,538	3	31,538	2	31,538
3	30,504	2	30,504	1	30,504
2	29,472	1	29,472		
1	28,438				

252 Auditor SO (MIIA or BATS)

196 Auditor SO (MIIA or BATS) (SSA)

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	31,620	Max	31,620	Max	31,620
8	31,431	7	31,431	6	31,431
7	30,971	6	30,971	5	30,971
6	30,512	5	30,512	4	30,512
5	29,823	4	29,823	3	29,823
4	29,134	3	29,134	2	29,134
3	28,215	2	28,215	1	28,215
2	27,297	1	27,297		
1	26,378				

249 Auditor SO IT (MIIA and BATS)

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	35,520	Max	35,520	Max	35,520
8	35,331	7	35,331	6	35,331
7	34,871	6	34,871	5	34,871
6	34,412	5	34,412	4	34,412
5	33,723	4	33,723	3	33,723
4	33,034	3	33,034	2	33,034
3	32,115	2	32,115	1	32,115
2	31,197	1	31,197		
1	30,278				

257 Auditor SO IT (MIIA or BATS)

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	34,520	Max	34,520	Max	34,520
8	34,331	7	34,331	6	34,331
7	33,871	6	33,871	5	33,871
6	33,412	5	33,412	4	33,412
5	32,723	4	32,723	3	32,723
4	32,034	3	32,034	2	32,034
3	31,115	2	31,115	1	31,115
2	30,197	1	30,197		
1	29,278				

191 Auditor SO (MIIA and BATS) (SSA)

254 Auditor SO (MIIA and BATS)

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	32,720	Max	32,720	Max	32,720
8	32,531	7	32,531	6	32,531
7	32,071	6	32,071	5	32,071
6	31,612	5	31,612	4	31,612
5	30,923	4	30,923	3	30,923
4	30,234	3	30,234	2	30,234
3	29,315	2	29,315	1	29,315
2	28,397	1	28,397		
1	27,478				

195 Staff Officer Accountant, Auditor (H&SS) (Accountant)

199 Staff Officer Accountant (SSA)

340 Staff Officer Accountant (CMED)

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	33,520	Max	33,520	Max	33,520
8	33,331	7	33,331	6	33,331
7	32,871	6	32,871	5	32,871
6	32,412	5	32,412	4	32,412
5	31,723	4	31,723	3	31,723
4	31,034	3	31,034	2	31,034
3	30,115	2	30,115	1	30,115
2	29,197	1	29,197		
1	28,278				

DP and analogous pay scales

119 Deputy Principal, Senior Auditor (H&SS), Auditor (Envir), Catering Adviser, Deputy Economist, Chief Law Clerk, Supplies Officer, Deputy Principal Statistician, Deputy Principal Information Officer, Management Accountant, ICT Level 6, Nurse Planning Adviser, Environment Health Officer, Management Training Adviser, Deputy Development Executive, Training Service Manager, Deputy Chief Driving Examiner, Environment Policy Adviser, Health Care Planning Adviser, Nutritional Associate.

073 Senior Psychologist

106 Senior Occupational Officer

109 Deputy Principal (CMED)

111 Deputy Principal (SSA)

112 Auditor DP (MIIA or BATS) (SSA)

118 Pharmaceutical Officer

120 Drawing Officer Manager, Assistant Inspector (New Deal), Associate Inspector

121 Registrar

122 Accountant DP, Senior Auditor (H&SS) (Accountant)

123 DP London

124 Legal Assistant

126 Accountant DP (CMED), Accountant DP (SSA)

131 Valuer 1

132 Deputy Chief Trading Standards Officer

133 SPTO (All Disciplines), Area Transport Manager, Chief Clerk of Works, Fire Surveyor, Deputy Chief Examiner (PSV), Senior Telecomms Engineer, Senior Librarian

145 Curatorial Grade D

155 Senior Scientific Officer

163 Senior Mapping & Charting Officer

264 Auditor DP (MIIA or BATS)

266 Auditor DP (MIIA & BATS)

270 Auditor DP IT (MIIA or BATS)

277 Auditor DP IT (MIIA & BATS)

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	38,893	Max	38,893	Max	38,893
8	38,538	7	38,538	6	38,538
7	37,913	6	37,913	5	37,913
6	37,288	5	37,288	4	37,288
5	36,350	4	36,350	3	36,350
4	35,413	3	35,413	2	35,413
3	34,163	2	34,163	1	34,163
2	32,913	1	32,913		
1	31,663				

- 143 Inspector (H&S)
 117 Deputy Chief Fisheries Officer, Inspector II (Agric),
 Senior Agricultural Economist
 146 Curatorial Grade D+4 (DOE)

137 Forest Officer I

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	39,954	Max	39,954	Max	39,954
8	39,573	7	39,573	6	39,573
7	38,743	6	38,743	5	38,743
6	38,102	5	38,102	4	38,102
5	37,140	4	37,140	3	37,140
4	36,178	3	36,178	2	36,178
3	34,896	2	34,896	1	34,896
2	33,613	1	33,613		
1	32,331				

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	41,810	Max	41,810	Max	41,810
8	41,428	7	41,428	6	41,428
7	40,756	6	40,756	5	40,756
6	40,085	5	40,085	4	40,085
5	39,076	4	39,076	3	39,076
4	38,069	3	38,069	2	38,069
3	36,725	2	36,725	1	36,725
2	35,381	1	35,381		
1	34,038				

Grade 7 and analogous pay scales

- 083 Unified Grade 7
 070 Inspector I (Agric), Chief Fisheries Officer
 081 Principal Legal Officer
 082 Principal Inspector (H&S)
 084 Grade 7 (SSA)
 085 Unified Grade 7
 086 Development Executive, Principal Nurse
 088 Grade 7 (CMED)
 089 Grade 7 London, Principal Statistician London
 090 Inspector (SSI)
 097 Grade 7 Acc't (DHSS)
 098 Accountant (Grade 7) Principal Auditor (H&SS) (Accountant),
 110 Nursing Officer
 113 Principal Pharmaceutical Officer
 209 Senior Fire Officer
 067 Divisional Veterinary Officer, Senior Veterinary Research Officer II

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	50,796	Max	50,796	Max	50,796
8	50,283	7	50,283	6	50,283
7	49,499	6	49,499	5	49,499
6	48,715	5	48,715	4	48,715
5	47,539	4	47,539	3	47,539
4	46,364	3	46,364	2	46,364
3	44,796	2	44,796	1	44,796
2	43,228	1	43,228		
1	41,661				

099 Alkali and Radiochemical Inspector

055 Pollution Inspector

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	59,694	Max	59,694	Max	59,694
10	58,519	9	58,519	8	58,519
9	57,178	8	57,178	7	57,178
8	55,836	7	55,836	6	55,836
7	54,496	6	54,496	5	54,496
6	53,156	5	53,156	4	53,156
5	51,814	4	51,814	3	51,814
4	50,475	3	50,475	2	50,475
3	48,394	2	48,394	1	48,394
2	46,309	1	46,309		
1	44,004				

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	59,694	Max	59,694	Max	59,694
10	58,519	9	58,519	8	58,519
9	57,007	8	57,007	7	57,007
8	55,498	7	55,498	6	55,498
7	53,989	6	53,989	5	53,989
6	52,480	5	52,480	4	52,480
5	50,970	4	50,970	3	50,970
4	49,462	3	49,462	2	49,462
3	47,952	2	47,952	1	47,952
2	46,444	1	46,444		
1	43,245				

Grade 6 and analogous pay scales

026 Unified Grade 6
 025 Deputy Chief Veterinary Research Officer
 034 Assistant Chief Inspector (SSI)
 035 Deputy Registrar Land Registry
 041 Dental Officer, Medical Officer
 052 Unified Grade 6, Grade 6 (SSA)
 053 Senior Legal Assistant
 056 Grade 6 (CMED)
 076 Senior Principal Legal Officer

1st August 2009 pay scale		1st August 2010 pay scale		1st August 2011 pay scale	
Max	62,407	Max	62,407	Max	62,407
8	61,077	7	61,077	6	61,077
7	59,327	6	59,327	5	59,327
6	57,527	5	57,527	4	57,527
5	55,727	4	55,727	3	55,727
4	53,927	3	53,927	2	53,927
3	52,127	2	52,127	1	52,127
2	50,327	1	50,327		
1	48,527				

Pay scales for the period 1 August 2012 to 31 July 2014

AA and analogous pay scales

338 Admin Assistant, Dental Surgery Assistant, Strangford Ferry Purser
 283 Mapping and Charting TGII
 302 Asst Custodian
 310 Typist
 314 Typist London
 325 Typist (CMED)
 330 Watchperson/Cleaner
 335 Admin Assistant (CMED)
 339 AA London
 377 TGII
 392 Support Grade Band 2 (SSA)
 393 Support Grade Band 2
 394 Admin Assistant (SSA)
 396 Typist (SSA)
 398 Support Grade Band 2 Security guard

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	17,533	Max	17,533	Max	17,620
4	17,108	4	17,112	3	17,180
3	16,682	3	16,691	2	16,740
2	16,257	2	16,270	1	16,300
1	15,619	1	15,849		

380 'O' level Trainee

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	17,533	Max	17,533	Max	17,620
3	17,052	3	17,116	3	17,180
2	16,455	2	16,598	2	16,740
1	15,619	1	15,849	1	16,300

312 Student, ICT Level 1

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
1	15,619	1	15,849	1	16,300

Pay scales for the period 1 August 2012 to 31 July 2014

AO and analogous pay scales

356 Admin Officer, ICT Level 2, Mapper, Strangford Ferry Senior Purser, Asst Supervisor Office Machines (obsol), Health Care Assistant, JJC Residential Care Worker (unqualified)
 308 Stores Officer Grade D
 311 Asst Supervisor (water) (Personal)
 323 Technical Grade 1, Assistant Draughtsman Illustrator, Assistant Warden, Vehicle Inspector, Marine Fitter
 324 Mapping and Charting TG1
 333 Nurse Grade C
 341 SSO IIB (SSA)
 351 Admin Officer (CMED)
 353 Post Mortem Attendant
 355 Field Monument Warden
 358 SSO IIB (CMED)
 359 SSO IIB
 362 Assistant Scientific Officer
 367 Support Grade Band 1
 368 AO London
 369 SSO IIA (SSA)
 370 Admin Officer (SSA), Medical Attendant
 379 Support Grade Band 1 (SSA)
 389 Trainee Inspector TSS
 403 Conservation Grade G
 Court Crier
 Fine Officer
 Tipstaff

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	22,180	Max	22,180	Max	22,291
7	21,835	6	21,533	5	21,622
6	21,490	5	20,886	4	20,953
5	20,799	4	20,239	3	20,284
4	20,109	3	19,592	2	19,615
3	19,419	2	18,945	1	18,946
2	18,728	1	18,298		
1	18,038				

Pay scales for the period 1 August 2012 to 31 July 2014

365 Security guard,
376 Security Officer (SSA)
378 Security Guard (SSA)

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	22,180	Max	22,180	Max	22,291
7	21,835	6	21,533	5	21,622
6	21,490	5	20,886	4	20,953
5	20,799	4	20,239	3	20,284
4	20,109	3	19,592	2	19,615
3	19,419	2	18,945	1	18,946
2	18,728	1	18,298		
1	18,038				

Pay scales for the period 1 August 2012 to 31 July 2014

EOII and analogous pay scales

284 EOII, Audit Assistant (H&SS), Trainee Careers Advisor, Law Clerk II, Senior Mapper, ICT level 3, Strangford Ferry Skipper, Enforcement Officer, JJC Residential Care Worker (qualified), Trainee Trading Standards Officer

234 Typing Manager (SSA)

242 SSO 1 (SSA)

243 Senior Personal Secretary (SSA)

261 Instructional Officer

272 EOII (SSA)

279 Typing Manager

282 SSO 1

292 Support Manager 3

296 EOII London

303 Supervisor of Security Guards, Support Manager 3 (Supervisor of Security Guards)

307 Support Manager 3 (SSA)

313 Driver and Traffic Examiner, Enforcement Officer (Trans Lic & Enf Br)

315 Social Security Officer 1 (CMED)

318 EOII (CMED)

326 Senior Personal Secretary

331 Senior Personal Secretary (CMED)

343 Personal Secretary

348 Personal Secretary (SSA)

349 Personal Secretary London

350 Personal Secretary (CMED)

410 Inspector Group 1, Imports Inspector, Fisheries Officer II

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	23,250	Max	23,999	Max	24,728
4	22,988	5	23,824	5	24,468
3	22,456	4	23,649	4	24,208
2	21,924	3	23,474	3	23,948
1	21,392	2	23,299	2	23,688
		1	23,124	1	23,428

Pay scales for the period 1 August 2012 to 31 July 2014

EOI and analogous pay scales

237 Executive Officer I, Assistant Accommodation Manager/ess, Assistant Auditor (H&SS), Senior Audit Assistant, Careers Adviser, Law Clerk I, ICT Level 4, Supt Mapper, Audio Visual Technician, Assistant Information Officer, Strangford Ferry Shift Manager, Senior Enforcement Officer, Senior Traffic Examiner (EOI)

216 Meat Inspector

220 Higher instructional Officer

223 Deputy Catering Advisor,

232 Executive Officer 1 (CMED)

233 Executive Officer 1 (SSA)

235 Senior Enforcement Officer (Trains Lic & Enf Branch)

238 Inspector II (Health and Safety)

244 PTO (All Disciplines), Area Forest Engineer, Area Foreman, Clerk of Works II, Donaghadee Harbour Master/Foreman of Works, Fire Officer II, Housing Inspector II, Land Survey Technician III, Vehicle/Driving Examiner, Warden, Works Technical Officer, Assistant Valuer

245 Mapping and Charting Officer

246 Support Manager 2

269 Assistant Librarian

274 Scientific Officer

276 Curatorial Grade F

278 Stores Officer C

305 Inspector IV Agric, Assistant Agricultural Economist

306 Photographic Officer

342 Conservation Grade F,

374 Inspector Group 3, Fisheries Officer I, Manager/Warden

407 Assistant Manager/Warden, Senior Warden, Inspector Group 2, Senior Imports Inspector, Food Technology Technician, Poultry Meat Inspector

Instructor NIPS

EOI Psychologist

Enforcement Officer

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	26,086	Max	26,638	Max	27,271
6	25,978	5	26,398	5	26,991
5	25,601	4	26,158	4	26,711
4	25,223	3	25,918	3	26,431
3	24,657	2	25,678	2	26,151
2	24,091	1	25,438	1	25,871
1	23,336				

Pay scales for the period 1 August 2012 to 31 July 2014

226 Inspector (TSB)

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	28,072	Max	28,624	Max	29,257
6	27,865	5	28,225	5	28,818
5	27,388	4	27,826	4	28,379
4	26,912	3	27,427	3	27,940
3	26,196	2	27,028	2	27,501
2	25,481	1	26,629	1	27,062
1	24,528				

202 Forest Officer III

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	30,651	Max	31,300	Max	32,043
6	30,524	5	31,018	5	31,714
5	30,081	4	30,736	4	31,385
4	29,637	3	30,454	3	31,056
3	28,972	2	30,172	2	30,727
2	28,307	1	29,890	1	30,398
1	27,420				

291 Graduate Trainee

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	24,657	Max	25,918	Max	26,431
2	24,091	2	25,678	2	26,151
1	23,336	1	25,438	1	25,871

Pay scales for the period 1 August 2012 to 31 July 2014

SO and analogous pay scales

193 Staff Officer, Accommodation Manager/ess, Auditor (H&SS), Careers Service Manager, Deputy Catering Advisor, Information Officer, Investigation Officer, Senior Law Clerk, Security Surveyor, ICT Level 5, Senior Work Study Officer, Inspector Group 4, Medicines Enforcement Officer

079 Higher Psychologist

181 Librarian

184 Staff Officer (CMED)

185 Senior Instructional Officer

186 HPTO (All Disciplines), Clerk of Works 1, Estates Superintendent, Senior Housing Inspector, Fire Officer 1, District Examiner

188 Valuer II

197 Staff Officer London

198 Staff Officer (SSA)

200 Assistant Statistician, Assistant Economist, Agricultural Economist

201 Chief Typing Manager (SSA)

204 Supervising Examiner (ADI/Driving Tests)

206 Chief Typing Manager

207 Senior Meat Inspector

212 Higher Scientific Officer,

213 Higher Mapping and Charting Officer

219 Nurse Grade G

251 Curatorial Grade E, Research Assistant (Historic Monuments), Conservation Grade E

304 Higher Photographic Officer

336 Inspector Group 5

Coroners Liaison

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	30,520	Max	30,825	Max	31,135
6	30,331	5	30,227	5	30,608
5	29,871	4	29,629	4	30,081
4	29,412	3	29,031	3	29,554
3	28,723	2	28,433	2	29,027
2	28,034	1	27,835	1	28,500
1	27,115				

157 Agriculture Inspector Grade III, Senior Fisheries Officer

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	34,151	Max	34,456	Max	34,766
6	33,652	5	33,414	5	33,795
5	32,883	4	32,372	4	32,824
4	32,114	3	31,330	3	31,853
3	31,024	2	30,288	2	30,882
2	29,935	1	29,246	1	29,911
1	28,525				

Pay scales for the period 1 August 2012 to 31 July 2014

182 Area Inspector (TSB)

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	31,575	Max	31,880	Max	32,190
6	31,333	5	31,370	5	31,730
5	30,821	4	30,860	4	31,270
4	30,309	3	30,350	3	30,810
3	29,540	2	29,840	2	30,350
2	28,772	1	29,330	1	29,890
1	27,748				

190 Forest Officer II

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	34,335	Max	34,678	Max	35,027
6	34,122	5	34,128	5	34,527
5	33,605	4	33,578	4	34,027
4	33,089	3	33,028	3	33,527
3	32,313	2	32,478	2	33,027
2	31,538	1	31,928	1	32,527
1	30,504				

252 Auditor SO (MIA or BATS)

196 Auditor SO (MIA or BATS) (SSA)

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	31,620	Max	31,925	Max	32,235
6	31,431	5	31,327	5	31,708
5	30,971	4	30,729	4	31,181
4	30,512	3	30,131	3	30,654
3	29,823	2	29,533	2	30,127
2	29,134	1	28,935	1	29,600
1	28,215				

Pay scales for the period 1 August 2012 to 31 July 2014

191 Auditor SO (MIA and BATS) (SSA)

254 Auditor SO (MIA and BATS)

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	32,720	Max	33,025	Max	33,335
6	32,531	5	32,427	5	32,808
5	32,071	4	31,829	4	32,281
4	31,612	3	31,231	3	31,754
3	30,923	2	30,633	2	31,227
2	30,234	1	30,035	1	30,700
1	29,315				

195 Staff Officer Accountant

199 Staff Officer Accountant (SSA)

340 Staff Officer Accountant (CMED)

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	33,520	Max	33,825	Max	34,135
6	33,331	5	33,227	5	33,608
5	32,871	4	32,629	4	33,081
4	32,412	3	32,031	3	32,554
3	31,723	2	31,433	2	32,027
2	31,034	1	30,835	1	31,500
1	30,115				

Pay scales for the period 1 August 2012 to 31 July 2014

DP and analogous pay scales

119 Deputy Principal, Senior Auditor (H&SS), Catering Adviser, Deputy Economist,
Chief Law Clerk, Supplies Officer, Deputy Principal Statistician,
Deputy Principal Information Officer, Management Accountant, ICT Level 6,
Nurse Planning Adviser, Environment Health Officer, Deputy Chief Driving Examiner,
Environment Policy Adviser, Nutritional Associate, Senior Medical Enforcement Officer,
Senior Agricultural Economist.

073 Senior Psychologist

106 Senior Occupational Health Nurse

109 Deputy Principal (CMED)

111 Deputy Principal (SSA)

112 Auditor DP (MIIA or BATS) (SSA)

118 Pharmaceutical Officer

120 Drawing Officer Manager, Assistant Inspector (New Deal), Associate Inspector

121 Registrar

122 Accountant DP

123 DP London

124 Legal Assistant

126 Accountant DP (CMED), Accountant DP (SSA)

131 Valuer 1

132 Deputy Chief Trading Standards Officer

133 SPTO (All Disciplines), Area Transport Manager, Chief Clerk of Works, Fire Surveyor,
Deputy Chief Examiner (PSV), Senior Librarian

145 Curatorial Grade D

155 Senior Scientific Officer

163 Senior Mapping & Charting Officer

264 Auditor DP (MIIA or BATS)

266 Auditor DP (MIIA & BATS)

270 Auditor DP IT (MIIA or BATS)

277 Auditor DP IT (MIIA & BATS)

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	38,893	Max	39,282	Max	39,675
6	38,538	5	38,395	5	38,778
5	37,913	4	37,508	4	37,881
4	37,288	3	36,621	3	36,984
3	36,350	2	35,734	2	36,087
2	35,413	1	34,847	1	35,190
1	34,163				

Pay scales for the period 1 August 2012 to 31 July 2014

143 Inspector (H&S)

117 Deputy Chief Fisheries Officer, Inspector II (Agric)

146 Curatorial Grade D+4 (DOE)

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	39,954	Max	40,343	Max	40,736
6	39,573	5	39,390	5	39,773
5	38,743	4	38,437	4	38,810
4	38,102	3	37,484	3	37,847
3	37,140	2	36,531	2	36,884
2	36,178	1	35,578	1	35,921
1	34,896				

137 Forest Officer I

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	41,810	Max	42,228	Max	42,651
6	41,428	5	41,275	5	41,686
5	40,756	4	40,321	4	40,722
4	40,085	3	39,368	3	39,758
3	39,076	2	38,414	2	38,794
2	38,069	1	37,461	1	37,829
1	36,725				

Pay scales for the period 1 August 2012 to 31 July 2014

Grade 7 and analogous pay scales

083 Unified Grade 7
 070 Inspector I (Agric), Chief Fisheries Officer
 081 Principal Legal Officer
 082 Principal Inspector (H&S)
 084 Grade 7 (SSA)
 085 Unified Grade 7
 086 Principal Nurse
 088 Grade 7 (CMED)
 089 Grade 7 London, Principal Statistician London
 090 Inspector (SSI)
 097 Grade 7 Acc't (DHSS)
 098 Accountant (Grade 7) Principal Auditor (H&SS) (Accountant),
 110 Nursing Officer
 113 Principal Pharmaceutical Officer
 209 Senior Fire Officer
 067 Divisional Veterinary Officer, Senior Veterinary Research Officer II
 Grade 7 Psychologist
 Chief Enforcement Officer

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	50,796	Max	51,304	Max	51,816
6	50,283	5	50,182	5	50,681
5	49,499	4	49,060	4	49,546
4	48,715	3	47,938	3	48,411
3	47,539	2	46,816	2	47,276
2	46,364	1	45,694	1	46,141
1	44,796				

Pay scales for the period 1 August 2012 to 31 July 2014

Grade 6 and analogous pay scales

026 Unified Grade 6
025 Deputy Chief Veterinary Research Officer
034 Assistant Chief Inspector (SSI)
035 Deputy Registrar Land Registry
041 Dental Officer, Medical Officer
052 Unified Grade 6, Grade 6 (SSA)
053 Senior Legal Assistant
056 Grade 6 (CMED)
076 Senior Principal Legal Officer
Grade 6 Psychologist

1st August 2011 pay scale		1st August 2012 pay scale		1st August 2013 pay scale	
Max	62,407	Max	62,407	Max	62,719
6	61,077	6	60,907	5	60,963
5	59,327	5	59,407	4	59,207
4	57,527	4	57,907	3	57,451
3	55,727	3	56,407	2	55,695
2	53,927	2	54,907	1	53,939
1	52,127	1	53,407		

Pay scales for the period 1 August 2012 to 31 July 2014

Retained NI Courts and NIO pay scales

Former NI Courts and Tribunals Scale

Grade EO

1st August 2009 pay scale	
Max	26,086
9	25,518
8	25,141
7	24,763
6	24,197
5	23,631
4	22,876
3	22,121
2	21,366
1	20,611

NIO Grade A

1st August 2009 pay scale	
Max	54,838
14	53,979
13	52,978
12	51,977
11	50,976
10	49,975
9	48,974
8	47,973
7	46,972
6	45,971
5	44,970
4	43,969
3	42,968
2	41,967
1	40,966

Pay scales for the period 1 August 2012 to 31 July 2014

NIO Grade B1

NIO B1 Accountant

1st August 2009 pay scale	
Max	38,893
11	38,303
10	37,574
9	36,845
8	36,116
7	35,387
6	34,658
5	33,929
4	33,200
3	32,471
2	31,742
1	31,013

NIO Grade B2

NIO Grade B2 General Service
Grade B2 Technical (SPTO)

1st August 2009 pay scale	
Max	30,520
10	30,081
9	29,496
8	28,911
7	28,326
6	27,741
5	27,156
4	26,571
3	25,986
2	25,401
1	24,816

Pay scales for the period 1 August 2012 to 31 July 2014

NIO Grade C

NIO Grade C Instructor

1st August 2009 pay scale	
Max	26,086
15	25,700
14	25,174
13	24,648
12	24,122
11	23,596
10	23,070
9	22,544
8	22,018
7	21,492
6	20,966
5	20,440
4	19,914
3	19,388
2	18,862
1	18,336