

JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

6 February 2009

To **Chief Executives
Council Members
MSO/TUSO**

Joint Negotiating Council Circular No. 156 Pay Award for 1 April 2008 – NJC Circular 2/08


The Employers' Side of the NJC made a final pay offer for 2008/09 of 2.45% (plus an additional £100 per annum on spinal column points 4, 5 and 6). No agreement has been reached and this failure to agree has been referred to arbitration by Trade Union Side.

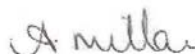
Given the time that has elapsed since the award was due and the likelihood of further delays arising from the arbitration process, the two Sides of the NJC decided that the Employers' final offer should be implemented with effect from 1 April 2008.

A further circular will follow once the arbitration process is complete.


The Joint Secretaries of the Joint Negotiating Council have examined NJC Circular 2/08 and have agreed the revised rates of pay applicable from 1 April 2008, pending the outcome of arbitration. The revised rates are set out in annex 1 and annex 1a.


The revised rates for those allowances which are up-rated in line with pay are included in annex 1b.


Management Side Secretary
R McGreevy


Trade Union Side Secretary
A Millar


Trade Union Side Secretary
L Kerr


Trade Union Side Secretary
E Coy


Trade Union Side Secretary
T Trainor

SCP		Salary 01/04/07	Salary 01/04/08	
4*		£11,577	£11,961	
5*		£11,737	£12,125	
6		£11,907	£12,299	
7		£12,291	£12,592	
8	Clerical	£12,678	£12,989	
9	Officer	£13,062	£13,382	
10		£13,336	£13,663	
11		£14,197	£14,545	
12		£14,492	£14,847	
13		£14,882	£15,247	
14		£15,153	£15,524	Former A&G Staff See Annex 1a
15	Senior Clerical	£15,470	£15,849	
16	Officer	£15,842	£16,230	
17		£16,217	£16,614	
18		£16,536	£16,941	
19		£17,154	£17,574	
20		£17,781	£18,217	
21	Executive	£18,430	£18,882	
22	Officer	£18,907	£19,370	
23		£19,463	£19,940	
24		£20,099	£20,591	
25		£20,736	£21,244	
26		£21,412	£21,937	
27	Senior	£22,122	£22,664	
28	Executive Officer	£22,845	£23,405	
29		£23,749	£24,331	
30		£24,545	£25,146	
31		£25,320	£25,940	
32		£26,067	£26,706	
33		£26,835	£27,492	
34	Administrative	£27,594	£28,270	
35	Officer	£28,172	£28,862	
36		£28,919	£29,628	
37		£29,728	£30,456	
38		£30,598	£31,348	
39	Senior Admin	£31,606	£32,380	
40	Officer	£32,436	£33,231	
41		£33,291	£34,107	
42		£34,140	£34,976	
43	Assistant	£34,991	£35,848	
44	Principal Officer	£35,852	£36,730	
45		£36,657	£37,555	
46		£37,543	£38,463	
47	Principal	£38,404	£39,345	
48	Officer	£39,258	£40,220	
49		£40,101	£41,083	

* Following implementation of the Employment Equality (Age) Regulations (Northern Ireland) 2006 and a subsequent revision of terms and conditions, spinal column points 4 and 5 **no longer apply to Clerical/Technical grades** in the Boards (where the previous entry point on the scale was point 6 for employees aged 21 or over). The minimum entry point for these grades is point 6 with effect from 1 October 2006.

SCP

		Salary 01/04/07	Salary 01/04/08
49	Senior Principal	£40,101	£41,083
50	Officer (1)	£40,946	£41,949
51		£41,776	£42,799
52		£42,606	£43,650
53	Senior Principal	£43,418	£44,482
54	Officer (2)	£44,208	£45,291
55		£44,998	£46,100
56		£45,843	£46,966
57		£46,667	£47,810
58		£47,494	£48,658
59	Education	£48,321	£49,505
60	Officer	£49,151	£50,355
61		£49,978	£51,202
62		£50,808	£52,053
63		£51,623	£52,888
64	Assistant	£52,456	£53,741
65	Senior	£53,289	£54,595
66	Education	£54,144	£55,471
67	Officer	£55,005	£56,353
68		£55,884	£57,253
69		£56,775	£58,166
70		£57,688	£59,101

**Former Ancillary and General Staff
Pay Award– 1 April 2008**

		1 April 2007		1 April 2008	
Scale	Spine point	Annual Salary £	Hourly Rate £	Annual Salary £	Hourly Rate £
1(a)	4	11,577	6.1674	11,961	6.3719
	5	11,737	6.2526	12,125	6.4593
	6	11,907	6.3432	12,299	6.5520
1(b)	6	11,907	6.3432	12,299	6.5520
	7	12,291	6.5477	12,592	6.7081
	8	12,678	6.7539	12,989	6.9196
1(c)	9	13,062	6.9585	13,382	7.1289
	10	13,336	7.1044	13,663	7.2786
	11	14,197	7.5631	14,545	7.7485
2	11	14,197	7.5631	14,545	7.7485
	12	14,492	7.7203	14,847	7.9094
	13	14,882	7.9280	15,247	8.1225
3	14	15,153	8.0724	15,524	8.2700
	15	15,470	8.2413	15,849	8.4432
	16	15,842	8.4394	16,230	8.6461
	17	16,217	8.6392	16,614	8.8507
4	18	16,536	8.8091	16,941	9.0249
	19	17,154	9.1384	17,574	9.3621
	20	17,781	9.4724	18,217	9.7046
	21	18,430	9.8181	18,882	10.0589
5	22	18,907	10.0722	19,370	10.3189
	23	19,463	10.3684	19,940	10.6225
	24	20,099	10.7073	20,591	10.9693
	25	20,736	11.0466	21,244	11.3172

ALLOWANCES FOR LABORATORY TECHNICIANS, SOCIAL WORKERS, NURSERY STAFFS AND STAFF IN RESIDENTIAL ESTABLISHMENTS

	01/04/07 £	01/04/08 £
<u>LABORATORY TECHNICIANS</u>		
Qualified Allowances	184	189
	135	138
<u>SOCIAL WORKERS</u>		
Standby Duty Allowance	25.54	26.17
<u>NURSERY STAFF</u>		
Special Education Needs Allowances		
Recognised/qualified	1,134	1,162
Unqualified	831	851
<u>DAY NURSERY STAFFS</u>		
Nursery Students	222	227
	135	138
<u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u>		
Sleeping in Duty Payments	31.74	32.52