

JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

11 June 1999

PM/PW

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

Joint Negotiating Council Circular No. 16 Second Tier Officers' Salaries – 1 April 1999 to 31 March 2000

The Joint Secretaries of the Joint Negotiating Council have agreed the following arrangements for determining Second Tier Officers' salaries for the period 1 April 1999 – 31 March 2000:-

- a) 3% on the minimum and maximum of the Second Tier Officers' pay range;
- b) performance related pay, based on 4.5% of the combined salaries, pro-rata for Second Tier Officers appointed on or after 1 April 1998, with no-one receiving less than the minimum point on the range.

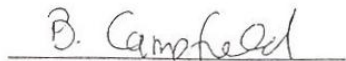
The revised salaries for your Board are attached together with an explanatory paper.

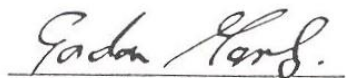
The new range with effect from 1 April 1999 is £41,612 - £54,590.

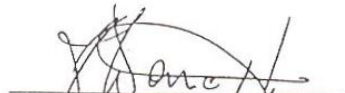
Any queries on this circular should be referred to Patricia Weir in the Staff Commission.

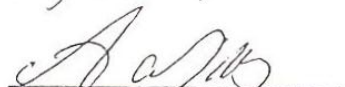
Note: The Department of Education has approved the revised salaries.


Management Side Secretary
J G Martin


Trade Union Side Secretary
B Campfield


Trade Union Side Secretary
G Manly


Trade Union Side Secretary
J Donaghy


Trade Union Side Secretary
A Mills

EXPLANATORY PAPER - SECOND TIER OFFICERS' SALARIES

1. 3% Uplift on minimum and maximum of range.
 New range with effect from 1 April 1999 £41,612 - £54,590

2. Application of 4.5% performance related pay

Total salaries across five Boards	= £1,091,031
£1,091,031 x 4.5%	= £49,096 (total amount available for PRP)

21 officers x 12 months	= 252 months
2 officers x 5 months	= 10 months
1 officer x 1 month	= <u>6</u> months
Total	= 268 months

£49,096 ÷ 268 = £183 per month

£183 x 12 months £2,196 – increase for officers in post prior to 1 April 1998
 £183 x 5 months £ 915 – more beneficial to apply new minimum point
 £183 x 6 months £1,098 – more beneficial to apply new minimum point

Placement on range at 01.04.99

£47,048	+	2,196		£49,244
£45,983	+	2,196		£48,179
£44,908	+	2,196		£47,104
£43,839	+	2,196		£46,035
£40,400	+	3% (new minimum point)		£41,612