

# JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

Date: 11 March 1999

## Joint Negotiating Council Circular No. 7

### Remuneration Package for Second Tier Officers with effect from 1 April 1998

The Joint Negotiating Council has agreed the following remuneration package for Second Tier Officers in line with the agreement for Chief Executives (Chief Executives Staff Council Circular No. 26 refers).

#### 1. Second Tier Officers in post at 1 April 1998

- Pay Range £40,400 - £53,000 with progression through the range determined by performance only i.e. no incremental progression and no annual cost of living increases other than the revalorisation of the minimum and maximum of the scale.
- Assimilation on current salary plus 6% w.e.f. 1 April 1998 (*does not apply to officers appointed on or after 1 April 1998*).
- Lump sum payment calculated on the basis of 6% of salary for the period 1 January 1997 to 31 March 1998. (*For pension purposes, to be consolidated and attributed to the appropriate financial years i.e. 1996/97, 1997/98 - does not apply to officers appointed on or after 1 April 1998*)
- Introduction of Performance Related Pay. (*Interim PRP arrangements for the period 1 April 1998 to 31 March 1999 will be agreed pending the development of a more detailed scheme.*)
- The minimum and maximum of the scale to be uplifted on 1 April each year.

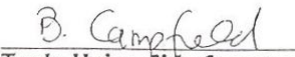
#### 2. Newly Appointed Second Tier Officers (*i.e., appointed on or after 1 April 1998*)

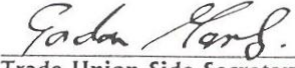
Newly appointed Second Tier Officers will normally be placed on the minimum point on the range, currently £40,400.

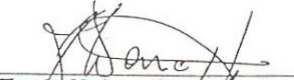
Any queries on this Circular should be referred to Patricia Weir in the Staff Commission.

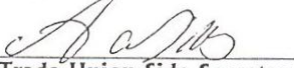
**Note:** The Trade Unions have made it absolutely clear that they remain opposed to performance pay. Their approval to this package was given on the basis that the 73<sup>1</sup>/<sub>2</sub>% salary link was applied to the minimum and maximum points of the new range.

  
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 Note for JNC Circular No. 7**

### **Remuneration Package for Second Tier Officers with effect from 1 April 1998**

Please note that the implementation date of this agreement is 1 April 1998. The 6% lump sum/increase does not apply to Second Tier Officers appointed on or after 1 April 1998.

In line with the agreement for Chief Executives, officers appointed on or after 1 April 1998 will be placed on the minimum point of the range i.e., £40,400, unless there is a valid reason to do otherwise.

11 March 1999