

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

17 September 2024

To JNC Council Members
MSO/TUSO

JOINT NEGOTIATING COUNCIL CIRCULAR NO. 352 PAY AND GRADING REVIEW AGREEMENT WEF 01 APRIL 2024

A Pay and Grading Review for EA employees on NJC pay scales has been agreed. The Pay and Grading Review Agreement is detailed in full at Appendix 2 and includes a Summary of the Grading Structure (Annex 1) and Assimilation Arrangements (Annex 1a). Assimilation Arrangements for Classroom Assistants on Protected Pay Scales are detailed in Appendix 3. Implementation will take place in the following two stages.

Stage 1: The new pay scale will be implemented with effect from **1 April 2024**. NJC staff will assimilate to the new pay scale based on the next equal to or higher point (pro-rata). The new pay scales are detailed in Appendix 1.

To note: assimilation with effect from 01 April 2024 means that staff on some pay points will not receive an immediate pay increase from the Pay and Grading Review. In recognition of this, a gross non-consolidated payment of £400 (pro-rata according to actual hours worked during the 2023/2024 financial year) will be paid to staff who remain on pay points 17, 23, 24, 25 and 29 on 01 April 2024.

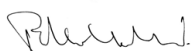
Stage 2: NJC staff who were in post at 01 April 2024 will, in April 2025, receive a gross non-consolidated payment of £2,550 (pro rata according to actual hours worked during the 2023/2024 financial year).

In parallel with the above, the Executive will continue to proactively pursue HM Treasury Officials to emphasise the importance of securing the funding necessary to implement the Pay and Grading Review in full. If HM Treasury do not provide the required funding by March 2025, the non-consolidated payment will be made in April 2025 and completion of Stages 1 and 2 will constitute a full and final settlement of this Agreement.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have agreed the above arrangements which will take effect from 01 April 2024.



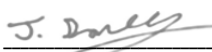
Management Side Secretary
M McDermott



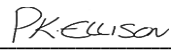
Deputy General Secretary, Nipsa
P Mulholland



Trade Union Side Secretary
A Speed



Trade Union Side Secretary
J Donley



Trade Union Side Secretary
K Ellison

JNC Council Secretary: Grainne McClean
Education Authority, Ballee Road West, Ballymena, BT42 2HS Telephone: 028 9041 3166

PAY AND GRADING REVIEW NEW PAY SCALES W.E.F. 01 APRIL 2024						
Current Grade	New Grade	Old SCP	New SCP	Salary w.e.f. 01.04.2024 £	Hourly Rate £	Posts within new grade
Clerical Officer	1	2 to 4	5	£23,500	£12.5190	<i>Clerical Officer; A&G scales 1(a) (b) (c) Classroom Assistant; Nursery Assistant; Catering Assistant; Transport Escort; Groundsperson; Supervisory Assistant; General Assistant 1; School Crossing Patrol; Cleaner; Technician 1</i>
			6	£23,893	£12.7284	
			7	£24,294	£12.9420	
			8	£24,702	£13.1594	
			9	£25,119	£13.3815	
			10	£25,545	£13.6084	
Senior Clerical Officer	2	5 to 6	11	£25,979	£13.8396	<i>Senior Clerical Officer; A&G Scales 2 and 3; Classroom Assistant SEN; Cleaning Supervisor; Cook; Senior Supervisory Assistant; General Assistant 2; Unit Catering Supervisor; Driver; Building Supervisor (No Supervision); Technician 2</i>
			12	£26,421	£14.0751	
			13	£26,873	£14.3159	
			14	£27,334	£14.5615	
			15	£27,803	£14.8113	
			16	£28,282	£15.0665	
Executive Officer	3	7 to 17	17	£28,770	£15.3265	<i>Executive Officer; A&G Scales 4 and 5; Classroom Assistant ASEN; Building Supervisor (with supervision); Senior Unit Catering Supervisor; Senior Driver; Mechanic; Foreperson; Behaviour Support Assistant; Technician 3</i>
			18	£29,269	£15.5923	
			19	£29,777	£15.8629	
			20	£30,296	£16.1394	
			21	£30,825	£16.4212	
			22	£31,364	£16.7084	
Senior Executive Officer	4	19 to 25	23	£32,076	£17.0877	
			24	£33,024	£17.5927	
			25	£33,945	£18.0833	
			26	£34,834	£18.5569	
			27	£35,745	£19.0422	
			28	£36,648	£19.5233	
Admin Officer	5	27 to 30	29	£37,336	£19.8898	
			30	£38,223	£20.3623	
			31	£39,186	£20.8753	
			32	£40,221	£21.4267	
Senior Admin Officer	6	32 to 35	33	£41,418	£22.0644	
			34	£42,403	£22.5891	
			35	£43,421	£23.1314	
			36	£44,428	£23.6679	
Assistant Principal Officer	7	36 to 39	37	£45,441	£24.2075	
			38	£46,464	£24.7525	
			39	£47,420	£25.2618	
			40	£48,474	£25.8233	
Principal Officer	8	40 to 43	41	£49,498	£26.3688	
			42	£50,512	£26.9090	
			43	£51,515	£27.4433	
			44	£52,557	£27.9984	
Senior Principal Officer (1)	9	43 to 46	45	£53,580	£28.5435	
			46	£54,606	£29.0897	
			47	£55,609	£29.6243	
			48	£56,584	£30.1439	
Senior Principal Officer (2)	10	46 to 49	49	£57,559	£30.6630	
			50	£58,603	£31.2192	
			51	£59,619	£31.7604	
			52	£60,642	£32.3055	
Education Officer	11	52 to 55	53	£61,662	£32.8489	
			54	£62,686	£33.3944	
			55	£63,709	£33.9393	
			56	£64,733	£34.4848	
			57	£65,738	£35.0204	
Assistant Senior Education Officer	12	58 to 61	58	£66,767	£35.5683	
			59	£67,797	£36.1173	
			60	£68,853	£36.6795	
			61	£69,914	£37.2451	
			62	£71,001	£37.8239	
			63	£72,100	£38.4094	
			64	£73,228	£39.0104	

RESOLUTION OF PAY & GRADING REVIEW DISPUTE FINAL AGREEMENT – 24 JUNE 2024

1. SUMMARY

- 1.1** The Parties (the Department of Education, Management Side and Trade Unions Side of the JNC) agree to the following resolution of the current industrial dispute relating to pay and grading within the Education Authority and will fully support its implementation.
- 1.2** The Northern Ireland Executive should seek to implement the Pay and Grading Review in two stages as follows:
- Stage 1 - the Executive allocate sufficient funding in the June monitoring round to allow staff to be moved onto the new pay scales with effect from 1 April 2024. Details of Stage 1 are outlined at paragraph 2 below.
 - Stage 2 - the Executive agree to set aside sufficient funding in the 2025/26 financial year to allow staff to receive a gross non-consolidated payment (NCP) in April 2025. Details of Stage 2 are outlined at paragraph 3 below.
- 1.3** In parallel with Stage 1 and 2 the Executive will continue to proactively pursue HM Treasury officials and Executive Ministers will emphasise the importance of securing the funding necessary to implement the Pay and Grading Review in full as per the position reached between the Education Authority and JNC Trade Unions.

2. STAGE 1

- 2.1** Implementation of the preferred option with effect from 1 April 2024 for all staff within the Pay and Grading Review. Staff will be assimilated to the new scale based on the next equal to or higher point of the new pay scales (pro-rata). The assimilation tables are included at Annex 1a.
- 2.2** Assimilation with effect from 1 April 2024 means that staff on some pay points will not receive an immediate pay increase from the pay and grading review. In recognition of this, a gross non-consolidated payment (NCP) of £400 (pro-rata according to actual hours worked during the 2023-24 financial year – see note 1 below) will be paid to staff so impacted who are on the lowest paid points. For avoidance of doubt this NCP payment will be made to staff who remained on pay points 17, 23, 24, 25 and 29 on 1 April 2024, following implementation of the agreement.

3. STAGE 2

- 3.1** The Executive will commit by July to set aside sufficient funding in the 2025/26 financial year to allow staff to receive a non-consolidated payment in April 2025.
- 3.2** All staff within the Pay and Grading Review who were in post at 1 April 2024 will receive in April 2025 a gross non-consolidated payment of £2,550 (pro-rata according to actual hours worked during the 2023-24 financial year – see note 1 below).

Stage 1 - 2024 NCP (pro-rata)	Stage 2 - April 2025 NCP (pro-rata)
<i>Staff in Pay and Grading Review who remained on Pay Points 17, 23, 24, 25 and 29 at 1 April 2024, following implementation of the agreement.</i>	<i>All staff in Pay and Grading Review assimilated to all Pay Points at 1 April 2024.</i>
£400 – in 2024	£2,550 – In April 2025

4. AGREEMENT AND COMMITMENT TO WORK POSITIVELY TOGETHER

4.1 The Executive will continue to proactively pursue the request to HM Treasury to reprofile the funding required to implement the Pay and Grading Review in full.

- i. If HM Treasury’s approval is obtained before 31 March 2025, the full amount of backpay (less any £400 pro-rata payments made) should be paid once the funding is received by the Northern Ireland Executive from HM Treasury. This will be in place of Stage 2 and this agreement will be honoured.
- ii. If HM Treasury do not provide the required funding by 31 March 2025, the Executive will pay the NCP in April 2025 and completion of Stages 1 and 2 will honour this agreement. That payment will constitute a full and final settlement of this dispute. Once this agreement is ratified by the unions, Stage 1 will be implemented as quickly as possible thereafter. Should any party act in a manner contrary to this agreement or the spirit of this agreement in the intervening period between ratification and Stage 2 this will invalidate all parties' obligations under this agreement.

Note 1:

A maximum gross non-consolidated payment of £400 / £2550 will be made to all staff that have worked full time hours across the 2023/24 financial year. Full time hours are defined as 36 or more hours per week cumulatively across all employment periods and roles within EA. The payment will be reduced proportionately for staff who have cumulatively worked part time hours.

**EA Pay and Grading Review Agreement
Summary of New Grading Structure**

New Grade	Current Grade *	Current Points	Current Salary (FTE)	New Points	New Salary (FTE)
1	Clerical Officer; A&G scales 1(a) (b) (c) Classroom Assistant; Nursery Assistant; Catering Assistant; Transport Escort; Groundsperson; Supervisory Assistant; General Assistant 1; School Crossing Patrol; Cleaner; Technician 1	2-4	£22,366 - £23,114	5-8	£23,500 - £24,702
2	Senior Clerical Officer; A&G Scales 2 and 3; Classroom Assistant SEN; Cleaning Supervisor; Cook; Senior Supervisory Assistant; General Assistant 2; Unit Catering Supervisor; Driver; Building Supervisor (No Supervision); Technician 2	5-6 (to note currently A&G scale 2 is currently pts 3-4)	£23,500 - £23,893 (to note currently A&G scale 2 is currently £22,737 - £23,114)	11-14	£25,979 - £27,334
3	Executive Officer; A&G scales 4 & 5; Classroom Assistant ASEN; Building Supervisor (with supervision); Senior Unit Catering Supervisor; Senior Driver; Mechanic; Foreperson; Behaviour Support Assistant; Technician 3	7-17 (to note currently A&G scale 4 is 7-11 and A&G scale 5 is 12-17)	£24,294 - £28,770 (to note currently A&G scale 4 is £24,294 - £25,979 and A&G scale 5 is £26,421 - £28,770)	17-20	£28,770 - £30,296

Appendix 2 – JNC Circular No 352

New Grade	Current Grade	Current Points	Current Salary (FTE)	New Points	New Salary (FTE)
4	Senior Executive Officer	19-25	£29,777 - £33,945	23-26	£32,076 - £34,834
5	Admin Officer	27-30	£35,745 - £38,223	29-32	£37,336 - £40,221
6	Senior Admin Officer	32-35	£40,221 - £43,421	33-36	£41,418 - £44,428
7	Assistant Principal Officer	36-39	£44,428 - £47,420	37-40	£45,441 - £48,474
8	Principal Officer	40-43	£48,474 - £51,515	41-44	£49,498 - £52,557
9	Senior Principal Officer 1	43-46	£51,515 - £54,606	45-48	£53,580 - £56,584
10	Senior Principal Officer 2	46-49	£54,606 - £57,559	49-52	£57,559 - £60,642
11	Education Officer	52-55	£60,642 - £63,709	53-56	£61,662 - £64,733
12	ASEO	58-61	£66,767 - £69,914	58-61	£66,767 - £69,914

* **To note** there may be some slight local variations to this due to legacy naming conventions

ANNEX 1a

EA Pay and Grading Review
Summary of Assimilation Arrangements

Current Point at 1 April 24	Current Salary at 1 April 24 (FTE)	Current Hourly rate at 1 April 24	New Point at 1 April 24	New Salary at 1 April 24 (FTE)	New Hourly rate at 1 April 24
2	£22,366	£11.91	5	£23,500	£12.52
3	£22,737	£12.11	5	£23,500	£12.52
4	£23,114	£12.31	5	£23,500	£12.52
Scale 2 point 3	£22,737	£12.11	11	£25,979	£13.84
Scale 2 point 4	£23,114	£12.31	11	£25,979	£13.84
5	£23,500	£12.52	11	£25,979	£13.84
6	£23,893	£12.73	11	£25,979	£13.84
7	£24,294	£12.94	17	£28,770	£15.33
8	£24,702	£13.16	17	£28,770	£15.33
9	£25,119	£13.38	17	£28,770	£15.33
10	£25,545	£13.61	17	£28,770	£15.33
11	£25,979	£13.84	17	£28,770	£15.33
12	£26,421	£14.08	17	£28,770	£15.33
13	£26,873	£14.32	17	£28,770	£15.33
14	£27,334	£14.56	17	£28,770	£15.33
15	£27,803	£14.81	17	£28,770	£15.33
16	£28,282	£15.07	17	£28,770	£15.33
17	£28,770	£15.33	17	£28,770	£15.33
18	£29,269	£15.59	n/a	n/a	n/a
19	£29,777	£15.86	23	£32,076	£17.09
20	£30,296	£16.14	23	£32,076	£17.09
21	£30,825	£16.42	23	£32,076	£17.09
22	£31,364	£16.71	23	£32,076	£17.09
23	£32,076	£17.09	23	£32,076	£17.09
24	£33,024	£17.59	24	£33,024	£17.59
25	£33,945	£18.08	25	£33,945	£18.08
26	£34,848	£18.56	n/a	n/a	n/a
27	£35,745	£19.04	29	£37,336	£19.89
28	£36,648	£19.52	29	£37,336	£19.89
29	£37,336	£19.89	29	£37,336	£19.89
30	£38,223	£20.36	30	£38,223	£20.36

Appendix 2 – JNC Circular No 352

31	£39,186	£20.88	n/a	n/a	n/a
32	£40,221	£21.43	33	£41,418	£22.06
33	£41,418	£22.06	33	£41,418	£22.06
34	£42,403	£22.59	34	£42,403	£22.59
35	£43,421	£23.13	35	£43,421	£23.13
36	£44,428	£23.67	37	£45,441	£24.21
37	£45,441	£24.21	37	£45,441	£24.21
38	£46,464	£24.75	38	£46,464	£24.75
39	£47,420	£25.26	39	£47,420	£25.26
40	£48,474	£25.82	41	£49,498	£26.37
41	£49,498	£26.37	41	£49,498	£26.37
42	£50,512	£26.91	42	£50,512	£26.91
43	£51,515	£27.44	43	£51,515	£27.44
43	£51,515	£27.44	45	£53,580	£28.54
44	£52,557	£28.00	45	£53,580	£28.54
45	£53,580	£28.54	45	£53,580	£28.54
46	£54,606	£29.09	46	£54,606	£29.09
46	£54,606	£29.09	49	£57,559	£30.66
47	£55,609	£29.62	49	£57,559	£30.66
48	£56,584	£30.14	49	£57,559	£30.66
49	£57,559	£30.66	49	£57,559	£30.66
50	£58,603	£31.22	n/a	n/a	n/a
51	£59,619	£31.76	n/a	n/a	n/a
52	£60,642	£32.31	53	£61,662	£32.85
53	£61,662	£32.85	53	£61,662	£32.85
54	£62,686	£33.39	54	£62,686	£33.39
55	£63,709	£33.94	55	£63,709	£33.94
56	£64,733	£34.48	n/a	n/a	n/a
57	£65,738	£35.02	n/a	n/a	n/a
58	£66,767	£35.57	58	£66,767	£35.57
59	£67,797	£36.12	59	£67,797	£36.12
60	£68,853	£36.68	60	£68,853	£36.68
61	£69,914	£37.25	61	£69,914	£37.25

**EA Pay and Grading Review
Classroom Assistants on Protected Pay Points
Assimilation Arrangements**

It is recognised during the discussions that there were Classroom Assistants on historic protected terms and conditions. Classroom Assistants on protected arrangements will retain all elements of their protection and the protected hourly rates will be uplifted as detailed in the table below.

To note: Classroom Assistants on protected arrangements will be on single pay points that will be uplifted annually in line with the annual NJC pay award.

Current SCP	Current Salary without Supplement £	Current Hourly Rate without Supplement £	New SCP	New Salary £	New Hourly Rate £
3	£22,737	£13.42	5	£23,500	£13.88
4	£23,114	£13.64	6	£23,893	£14.10
5	£23,500	£13.87	7	£24,294	£14.34

Where currently payable, Classroom Assistants on protected salary points will also continue to receive the special supplement payment. Additionally, they will receive the NCP of £2,550 based on a full time equivalent of 32.5 hours.