



## FREEDOM OF INFORMATION REQUEST

**FOI Reference number: 25/2013**

**Date: 03 June 2013**

**Request: Pay Progression**

I would like to know/obtain the following:

- 1 A copy of pay scales for each pay remit period: 08/09, 09/10, 10/11, 11/12 and 12/13;

*See email attachment.*

- 2 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;

*See email attachment*

- 3 Could you tell me 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)

Yes.

- 4 Could you tell me 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?

08/09 - Yes  
09/10 - Yes  
10/11 - No  
11/12 - No  
12/13 – Yes

- 5 Where a pay increase was implemented, can you indicate what the percentage increase was?

We do not hold that information but NIPB follows the NICS pay awards which can be accessed at:

<http://www.dfpni.gov.uk/pay>

If you have queries about this request or the decision please contact the Board quoting the reference number above. If you are unhappy with the service you have received and wish to make a complaint or request a review you should write to the Board's Chief Executive at the following address:

Northern Ireland Policing Board  
Waterside Tower  
31 Clarendon Road  
Clarendon Dock  
Belfast BT1 3BG

Email: [foi@nipolicingboard.org.uk](mailto:foi@nipolicingboard.org.uk)

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner. Generally, the Information Commissioner's Office cannot investigate or make a decision on a case unless you have exhausted the complaints procedure provided by the Board. The Information Commissioner can be contacted at:-

The Information Commissioner's Office – Northern Ireland  
3rd Floor  
12 Cromac Place  
Gasworks  
Ormeau Road  
Belfast  
BT7 2JB.

Telephone: - 02890 269 380

Email: - [ni@ico.org.uk](mailto:ni@ico.org.uk)

Please be advised that all Policing Board replies under Freedom of Information will be released into the public domain via our website @ [www.nipolicingboard.org.uk](http://www.nipolicingboard.org.uk).

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

## Pay scales for the period 1 August 2006 to 31 July 2009

### AA and analogous pay scales

338 Admin Assistant, Dental Surgery Assistant, Admin Assistant (New Deal)  
 310 Typist  
 302 Asst Custodian,  
 398 Support Grade Band 2 Security guard,  
 393 Support Grade Band 2  
 339 AA London,  
 314 Typist London  
 330 Cleaner

2006 pay scale		2007 pay scale		2008 pay scale	
Max	13,723	Max	13,997	Max	14,420
6	13,561	5	13,808	4	14,201
5	13,319	4	13,525	3	13,872
4	13,076	3	13,241	2	13,493
3	12,833	2	12,917	1	13,130
2	12,510	1	12,520		
1	12,106				

380 'O' level Trainee

2006 pay scale		2007 pay scale		2008 pay scale	
Max	15,161	Max	15,649	Max	16,136
3	14,046	3	14,468	3	14,890
2	12,833	2	13,353	2	13,872
1	12,106	1	12,618	1	13,130

283 Mapping and Charting TGII,  
 377 TGII

2006 pay scale		2007 pay scale		2008 pay scale	
Max	17,359	Max	17,446	Max	17,533
7	16,938	7	17,023	7	17,108
6	16,517	6	16,600	6	16,682
5	16,096	5	16,176	5	16,257
4	15,464	4	15,542	4	15,619
3	14,833	3	14,907	3	14,981
2	13,991	2	14,061	2	14,131
1	13,148	1	13,214	1	13,280

**Pay scales for the period 1 August 2006 to 31 July 2009**  
**AO and analogous pay scales**

356 Admin Officer, Assistant Programmer, Mapper, Admin Officer (New Deal)  
 364 SSO IIA  
 359 SSO IIB  
 360 Security Officer  
 333 Nurse Grade C  
 301 Custodian,  
 365 Security guard,  
 367 Support Grade Band 1  
 355 Field Monument Warden  
 368 AO London  
 370 Medical Attendant

2006 pay scale		2007 pay scale		2008 pay scale	
AO		AO		AO	
Max	16,435	Max	16,764	Max	17,099
6	16,116	5	16,412	4	16,714
5	15,639	4	15,885	3	16,136
4	15,161	3	15,358	2	15,539
3	14,683	2	14,731	1	14,890
2	14,046	1	14,060		
1	13,050				

308 Stores Officer Grade D,  
 311 Asst Supervisor (water) (Personal),  
 323 Technical Grade 1, Assistant Draughtsman Illustrator, Assistant Warden, Vehicle Inspector  
 389 Trainee Inspector TSS

2006 pay scale		2007 pay scale		2008 pay scale	
Max	21,960	Max	22,070	Max	22,180
10	21,618	10	21,727	10	21,835
9	21,277	9	21,383	9	21,490
8	20,593	8	20,696	8	20,799
7	19,910	7	20,009	7	20,109
6	19,226	6	19,322	6	19,419
5	18,543	5	18,635	5	18,728
4	17,859	4	17,949	4	18,038
3	17,176	3	17,262	3	17,348
2	16,150	2	16,231	2	16,312
1	15,125	1	15,201	1	15,277

## Pay scales for the period 1 August 2006 to 31 July 2009

371 Valuation Assistant,  
353 Post Mortem Attendant,  
362 Assistant Scientific Officer

2006 pay scale		2007 pay scale		2008 pay scale	
Max	21,960	Max	22,070	Max	22,180
12	21,430	11	21,537	11	21,644
11	20,810	10	20,914	10	21,018
10	20,206	9	20,307	9	20,408
9	19,621	8	19,719	8	19,817
8	19,053	7	19,148	7	19,244
7	18,500	6	18,593	6	18,686
6	17,964	5	18,054	5	18,144
5	17,445	4	17,532	4	17,620
4	16,939	3	17,024	3	17,109
3	15,945	2	16,025	2	16,265
2	14,900	1	14,975	1	15,049
1	13,971				

### 324 mapping and Charting TG1

2006 pay scale		2007 pay scale		2008 pay scale	
Max	21,960	Max	22,070	Max	22,180
9	21,651	9	21,760	9	21,868
8	21,342	8	21,449	8	21,556
7	20,724	7	20,828	7	20,932
6	20,107	6	20,207	6	20,308
5	19,489	5	19,586	5	19,684
4	18,717	4	18,810	4	18,904
3	17,944	3	18,034	3	18,124
2	17,018	2	17,102	2	17,188
1	15,782	1	15,860	1	15,940

### 403 Conservation Grade G

2006 pay scale		2007 pay scale		2008 pay scale	
Max	21,960	Max	22,070	Max	22,180
10	21,555	10	21,673	10	21,820
9	21,149	9	21,276	9	21,460
8	20,338	8	20,482	8	20,740
7	19,527	7	19,687	7	20,020
6	18,716	6	18,893	6	19,228
5	17,906	5	18,099	5	18,437
4	17,095	4	17,305	4	17,645
3	16,284	3	16,511	3	16,925
2	15,067	2	15,319	2	15,989
1	13,851	1	14,128	1	14,981

**Pay scales for the period 1 August 2006 to 31 July 2009**  
**EOII and analogous pay scales**

284 EOII, Audit Assistant (H&SS), Trainee Careers Advisor, Law Clerk II, Senior Mapper, Programmer, Traffic Examiner EOII  
 343 Personal Secretary  
 326 Senior Personal Secretary  
 282 SSO 1  
 410 Inspector Group 1, Imports Inspector, Fisheries Officer II  
 292 Support Manager 3,  
 303 Supervisor of Security Guards, Support Manager 3 (Supervisor of Security Guards)  
 296 EOII London,  
 349 Personal Secretary London

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	20,311	Max	20,717	Max	21,132
11	20,105	10	20,491	9	20,884
10	19,898	9	20,264	8	20,637
9	19,692	8	20,037	7	20,390
8	19,382	7	19,697	6	20,018
7	19,038	6	19,357	5	19,647
6	18,654	5	18,904	4	19,152
5	18,247	4	18,450	3	18,657
4	17,834	3	17,997	2	18,163
3	17,421	2	17,543	1	17,668
2	16,802	1	16,863		
1	16,183				

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

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	23,311	Max	23,717	Max	24,132
11	23,105	10	23,491	9	23,884
10	22,898	9	23,264	8	23,637
9	22,692	8	23,037	7	23,390
8	22,382	7	22,697	6	23,018
7	22,038	6	22,357	5	22,647
6	21,654	5	21,904	4	22,152
5	21,247	4	21,450	3	21,657
4	20,834	3	20,997	2	21,163
3	20,421	2	20,543	1	20,668
2	19,802	1	19,863		
1	19,183				

## Pay scales for the period 1 August 2006 to 31 July 2009

### 279 Typing Manager

2006 pay scale		2007 pay scale		2008 pay scale	
Max	20,986	Max	21,091	Max	21,197
9	20,479	9	20,681	9	20,884
8	20,022	8	20,329	8	20,637
7	19,575	7	19,983	7	20,390
6	19,138	6	19,578	6	20,018
5	18,711	5	19,179	5	19,647
4	18,294	4	18,723	4	19,152
3	17,886	3	18,271	3	18,657
2	17,488	2	17,826	2	18,163
1	17,098	1	17,383	1	17,668

### 313 Driver and Traffic Examiner, Enforcement Officer

2006 pay scale		2007 pay scale		2008 pay scale	
Max	20,631	Max	20,733	Max	21,132
11	20,409	10	20,540	9	20,884
10	20,186	9	20,346	8	20,637
9	19,964	8	20,153	7	20,390
8	19,630	7	19,862	6	20,018
7	19,297	6	19,572	5	19,647
6	18,852	5	19,108	4	19,152
5	18,407	4	18,605	3	18,657
4	17,962	3	18,024	2	18,163
3	17,517	2	17,598	1	17,668
2	16,850	1	16,863		
1	16,183				

### 261 Instructional Officer

2006 pay scale		2007 pay scale		2008 pay scale	
Max	24,034	Max	24,154	Max	24,275
11	23,784	11	23,898	10	24,013
10	23,534	10	23,642	9	23,751
9	23,284	9	23,387	8	23,489
8	22,910	8	23,003	7	23,097
7	22,535	7	22,619	6	22,704
6	22,036	6	22,108	5	22,180
5	21,536	5	21,596	4	21,657
4	21,037	4	21,085	3	21,133
3	20,537	3	20,573	2	20,610
2	19,788	2	19,806	1	19,806
1	19,039	1	19,039		

**Pay scales for the period 1 August 2006 to 31 July 2009**  
**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, Programmer Analyst, Supt Mapper, Audio Visual Technician, Assistant Information Officer  
 287 Telecomms Engineering Technician  
 407 Assistant Manager/Warden, Senior Warden, Inspector Group 2, Senior Imports Inspector, Food Technology Technician, Poultry Meat Inspector  
 241 Accommodation Manager (Enniskillen)  
 211 Senior Careers advisor  
 258 Senior Driving and Traffic Examiner  
 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  
 223 Deputy Catering Advisor,  
 238 Inspector II (Health and Safety)  
 245 Mapping and Charting Officer,  
 259 Senior Valuation Assistant,  
 274 Scientific Officer,  
 278 Stores Officer C,  
 294 Catering Manager III,  
 305 Inspector IV Agric,  
 306 Photographic Officer  
 269 Assistant Librarian,  
 342 Conservation Grade F,  
 276 Curatorial Grade F

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	25,073	Max	25,574	Max	26,086
11	24,746	10	25,222	9	25,708
10	24,419	9	24,870	8	25,331
9	24,092	8	24,518	7	24,953
8	23,602	7	23,991	6	24,387
7	22,900	6	23,463	5	23,821
6	22,430	5	22,759	4	23,066
5	21,804	4	22,055	3	22,311
4	21,151	3	21,351	2	21,556
3	20,497	2	20,647	1	20,801
2	19,516	1	19,592		
1	18,536				



**Pay scales for the period 1 August 2006 to 31 July 2009**

240 EOI Accountant, Senior Audit Assistant (Accounting)

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	28,073	Max	28,574	Max	29,086
11	27,746	10	28,222	9	28,708
10	27,419	9	27,870	8	28,331
9	27,092	8	27,518	7	27,953
8	26,602	7	26,991	6	27,387
7	25,900	6	26,463	5	26,821
6	25,430	5	25,759	4	26,066
5	24,804	4	25,055	3	25,311
4	24,151	3	24,351	2	24,556
3	23,497	2	23,647	1	23,801
2	22,516	1	22,592		
1	21,536				

246 Support Manager 2

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	25,073	Max	25,574	Max	26,086
10	24,615	10	25,162	9	25,708
9	24,157	9	24,744	8	25,331
8	23,635	8	24,294	7	24,953
7	23,112	7	23,749	6	24,387
6	22,393	6	23,107	5	23,821
5	21,608	5	22,337	4	23,066
4	20,824	4	21,567	3	22,311
3	20,039	3	20,798	2	21,556
2	19,320	2	20,061	1	20,801
1	18,500	1	19,300		

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

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	25,546	Max	25,673	Max	26,086
11	25,196	10	25,369	9	25,708
10	24,845	9	25,065	8	25,331
9	24,495	8	24,761	7	24,953
8	23,969	7	24,305	6	24,387
7	23,443	6	23,788	5	23,821
6	22,742	5	22,997	4	23,066
5	22,041	4	22,268	3	22,311
4	21,340	3	21,416	2	21,556
3	20,639	2	20,747	1	20,801
2	19,588	1	19,592		
1	18,536				

## Pay scales for the period 1 August 2006 to 31 July 2009

### 222 Telecomms Technician Engineer II

2006 pay scale		2007 pay scale		2008 pay scale	
Max	26,606	Max	26,739	Max	26,873
9	26,335	9	26,466	9	26,599
8	26,064	8	26,194	8	26,325
7	25,521	7	25,649	7	25,777
6	24,979	6	25,103	6	25,229
5	24,436	5	24,558	5	24,681
4	23,758	4	23,877	4	23,996
3	23,080	3	23,195	3	23,311
2	22,266	2	22,377	2	22,489
1	21,181	1	21,287	1	21,393

### 220 Higher instructional Officer

2006 pay scale		2007 pay scale		2008 pay scale	
Max	28,281	Max	28,421	Max	28,564
11	27,965	11	28,098	10	28,234
10	27,648	10	27,774	9	27,903
9	27,332	9	27,451	8	27,573
8	26,857	8	26,966	7	27,077
7	26,383	7	26,481	6	26,581
6	25,750	6	25,834	5	25,920
5	25,118	5	25,188	4	25,259
4	24,485	4	24,541	3	24,598
3	23,852	3	23,894	2	23,937
2	22,903	2	22,924	1	22,924
1	21,954	1	21,954		

### 235 Senior Enforcement Officer

2006 pay scale		2007 pay scale		2008 pay scale	
Max	25,546	Max	25,673	Max	26,086
11	25,196	10	25,316	9	25,708
10	24,845	9	24,959	8	25,331
9	24,495	8	24,602	7	24,953
8	23,969	7	24,067	6	24,387
7	23,443	6	23,532	5	23,821
6	22,742	5	22,818	4	23,066
5	22,041	4	22,105	3	22,311
4	21,340	3	21,391	2	21,556
3	20,639	2	20,677	1	20,801
2	19,588	1	19,592		
1	18,536				

**Pay scales for the period 1 August 2006 to 31 July 2009**

216 Meat Inspector

2006 pay scale		2007 pay scale		2008 pay scale	
Max	25,546	Max	25,674	Max	26,086
11	25,196	10	25,342	9	25,708
10	24,845	9	24,985	8	25,331
9	24,495	8	24,603	7	24,953
8	23,969	7	24,068	6	24,387
7	23,443	6	23,532	5	23,821
6	22,742	5	22,819	4	23,066
5	21,950	4	22,105	3	22,311
4	21,070	3	21,391	2	21,556
3	20,639	2	20,677	1	20,801
2	19,588	1	19,692		
1	18,536				

226 Inspector (TSB)

2006 pay scale		2007 pay scale		2008 pay scale	
Max	27,793	Max	27,932	Max	28,072
11	27,330	10	27,462	9	27,595
10	26,868	9	26,993	8	27,118
9	26,405	8	26,523	7	26,642
8	25,710	7	25,818	6	25,926
7	25,016	6	25,113	5	25,211
6	24,090	5	24,174	4	24,258
5	23,165	4	23,234	3	23,304
4	22,239	3	22,294	2	22,350
3	21,313	2	21,355	1	21,400
2	19,925	1	20,000		
1	18,536				

202 Forest Officer III

2006 pay scale		2007 pay scale		2008 pay scale	
Max	29,461	Max	30,049	Max	30,651
11	29,077	10	29,636	9	30,207
10	28,692	9	29,222	8	29,764
9	28,308	8	28,809	7	29,320
8	27,732	7	28,189	6	28,655
7	26,908	6	27,569	5	27,990
6	26,355	5	26,742	4	27,103
5	25,620	4	25,915	3	26,215
4	24,852	3	25,087	2	25,328
3	24,084	2	24,260	1	24,441
2	22,931	1	23,021		
1	21,780				

## Pay scales for the period 1 August 2006 to 31 July 2009

291 Graduate Trainee

2006 pay scale		2007 pay scale		2008 pay scale	
Max	20,497	Max	21,351	Max	22,311
2	19,516	2	20,647	2	21,556
1	18,536	1	19,592	1	20,801

**Pay scales for the period 1 August 2006 to 31 July 2009**  
**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, Systems Analyst, Senior Work Study Officer, Inspector Group 4, Medicines Enforcement Officer  
 206 Chief Typing Manager  
 186 HPTO (All Disciplines), Assistant Area Transport Manager, Clerk of Works 1, Estates Superintendent, Senior Housing Inspector, Fire Officer 1  
 336 Inspector Group 5  
 207 Senior Meat Inspector  
 204 Supervising Examiner (ADI/Driving Tests)  
 079 Higher Psychologist,  
 181 Librarian,  
 188 Valuer II,  
 212 Higher Scientific Officer,  
 213 Higher Mapping and Charting Officer,  
 251 Curatorial Grade E, Research Assistant (Historic Monuments), Conservation Grade E  
 304 Higher Photographic Officer  
 197 Staff Officer London

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	29,335	Max	29,922	Max	30,520
11	28,935	10	29,492	9	30,061
10	28,535	9	29,063	8	29,601
9	28,135	8	28,633	7	29,142
8	27,535	7	27,989	6	28,453
7	26,600	6	27,345	5	27,764
6	26,000	5	26,486	4	26,845
5	25,334	4	25,627	3	25,927
4	24,534	3	24,768	2	25,008
3	23,734	2	23,910	1	24,089
2	22,533	1	22,621		
1	21,333				

185 Senior Instructional Officer

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	30,678	Max	30,831	Max	30,985
11	30,365	10	30,511	9	30,657
10	30,052	9	30,190	8	30,329
9	29,740	8	29,870	7	30,001
8	29,271	7	29,390	6	29,509
7	28,802	6	28,909	5	29,017
6	28,177	5	28,269	4	28,361
5	27,552	4	27,628	3	27,705
4	26,926	3	26,988	2	27,049
3	26,301	2	26,347	1	26,347
2	25,363	1	25,400		
1	24,426				

## Pay scales for the period 1 August 2006 to 31 July 2009

219 Nurse Grade G

2006 pay scales		2007 pay scales		2008 pay scales	
max	29,335	max	29,922	max	30,520
10	28,948	10	29,505	9	30,061
9	28,562	9	29,081	8	29,601
8	27,790	8	28,466	7	29,142
7	27,018	7	27,735	6	28,453
6	26,245	6	27,005	5	27,764
5	25,473	5	26,159	4	26,845
4	24,701	4	25,314	3	25,927
3	23,929	3	24,468	2	25,008
2	22,770	2	23,430	1	24,089
1	21,612	1	22,621		

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

2006 pay scale		2007 pay scale		2008 pay scale	
Max	29,958	Max	30,108	Max	30,520
11	29,527	10	29,669	9	30,061
10	29,096	9	29,230	8	29,601
9	28,664	8	28,792	7	29,142
8	28,017	7	28,133	6	28,453
7	27,371	6	27,475	5	27,764
6	26,508	5	26,598	4	26,845
5	25,646	4	25,720	3	25,927
4	24,783	3	24,843	2	25,008
3	23,921	2	23,965	1	24,252
2	22,910	1	23,000		
1	21,333				

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

2006 pay scale		2007 pay scale		2008 pay scale	
Max	33,812	Max	33,981	Max	34,151
11	33,063	10	33,222	9	33,382
10	32,315	9	32,463	8	32,613
9	31,566	8	31,705	7	31,844
8	30,305	7	30,629	6	30,754
7	29,444	6	29,554	5	29,665
6	28,072	5	28,163	4	28,255
5	26,824	4	26,898	3	27,101
4	25,441	3	25,507	2	25,563
3	24,078	2	24,089	1	24,089
2	22,581	1	22,920		
1	21,333				

## Pay scales for the period 1 August 2006 to 31 July 2009

187 Telecomms Technician Engineer I

215 Fire Officer

2006 pay scale		2007 pay scale		2008 pay scale	
Max	32,514	Max	32,676	Max	32,840
11	31,955	10	32,109	9	32,264
10	31,396	9	31,542	8	31,689
9	30,837	8	30,975	7	31,114
8	29,998	7	30,124	6	30,251
7	29,160	6	29,273	5	29,388
6	28,041	5	28,139	4	28,237
5	26,923	4	27,005	3	27,086
4	25,805	3	25,870	2	25,936
3	24,089	2	24,089	1	24,089
2	23,010	1	23,200		
1	21,333				

182 Area Inspector (TSB)

2006 pay scale		2007 pay scale		2008 pay scale	
Max	31,262	Max	31,418	Max	31,575
11	30,765	10	30,914	9	31,063
10	30,269	9	30,409	8	30,551
9	29,772	8	29,905	7	30,039
8	29,028	7	29,149	6	29,270
7	28,283	6	28,392	5	28,502
6	27,290	5	27,384	4	27,478
5	26,297	4	26,375	3	26,454
4	25,304	3	25,367	2	25,430
3	23,815	2	24,089	1	24,089
2	22,822	1	22,920		
1	21,333				

190 Forest Officer II

2006 pay scale		2007 pay scale		2008 pay scale	
Max	33,002	Max	33,662	Max	34,335
11	32,552	10	33,179	9	33,819
10	32,102	9	32,696	8	33,301
9	31,652	8	32,212	7	32,785
8	30,977	7	31,488	6	32,010
7	29,925	6	30,763	5	31,235
6	29,250	5	29,797	4	30,201
5	28,501	4	28,830	3	29,168
4	27,601	3	27,864	2	28,134
3	26,701	2	26,899	1	27,100
2	25,350	1	25,449		
1	24,000				

## Pay scales for the period 1 August 2006 to 31 July 2009

252 Auditor SO (MIIA or BATS)

2006 pay scale		2007 pay scale		2008 pay scale	
Max	30,435	Max	31,022	Max	31,620
11	30,035	10	30,592	9	31,161
10	29,635	9	30,163	8	30,701
9	29,235	8	29,733	7	30,242
8	28,635	7	29,089	6	29,553
7	27,700	6	28,445	5	28,864
6	27,100	5	27,586	4	27,945
5	26,434	4	26,727	3	27,027
4	25,634	3	25,868	2	26,108
3	24,834	2	25,010	1	25,189
2	23,633	1	23,721		
1	22,433				

249 Auditor SO IT (MIIA and BATS)

2006 pay scale		2007 pay scale		2008 pay scale	
Max	34,335	Max	34,922	Max	35,520
11	33,935	10	34,492	9	35,061
10	33,535	9	34,063	8	34,601
9	33,135	8	33,633	7	34,142
8	32,535	7	32,989	6	33,453
7	31,600	6	32,345	5	32,764
6	31,000	5	31,486	4	31,845
5	30,334	4	30,627	3	30,927
4	29,534	3	29,768	2	30,008
3	28,734	2	28,910	1	29,089
2	27,533	1	27,621		
1	26,333				

257 Auditor SO IT (MIIA or BATS)

2006 pay scale		2007 pay scale		2008 pay scale	
Max	33,335	Max	33,922	Max	34,520
11	32,935	10	33,492	9	34,061
10	32,535	9	33,063	8	33,601
9	32,135	8	32,633	7	33,142
8	31,535	7	31,989	6	32,453
7	30,600	6	31,345	5	31,764
6	30,000	5	30,486	4	30,845
5	29,334	4	29,627	3	29,927
4	28,534	3	28,768	2	29,008
3	27,734	2	27,910	1	28,089
2	26,533	1	26,621		
1	25,333				



**Pay scales for the period 1 August 2006 to 31 July 2009**

254 Auditor SO (MIA and BATS)

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	31,535	Max	32,122	Max	32,720
11	31,135	10	31,692	9	32,261
10	30,735	9	31,263	8	31,801
9	30,335	8	30,833	7	31,342
8	29,735	7	30,189	6	30,653
7	28,800	6	29,545	5	29,964
6	28,200	5	28,686	4	29,045
5	27,534	4	27,827	3	28,127
4	26,734	3	26,968	2	27,208
3	25,934	2	26,110	1	26,289
2	24,733	1	24,821		
1	23,533				

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

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	32,335	Max	32,922	Max	33,520
11	31,935	10	32,492	9	33,061
10	31,535	9	32,063	8	32,601
9	31,135	8	31,633	7	32,142
8	30,535	7	30,989	6	31,453
7	29,600	6	30,345	5	30,764
6	29,000	5	29,486	4	29,845
5	28,334	4	28,627	3	28,927
4	27,534	3	27,768	2	28,008
3	26,734	2	26,910	1	27,089
2	25,533	1	25,621		
1	24,333				

**Pay scales for the period 1 August 2006 to 31 July 2009**  
**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, Senior Systems Analyst, 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 Advisor, Nutritional Associate.
- 120 Drawing Officer Manager, Assistant Inspector (New Deal), Associate Inspector
- 133 SPTO (All Disciplines), Area Transport Manager, Chief Clerk of Works, Fire Surveyor, Deputy Chief Examiner (PSV), Senior Telecomms Engineer, Senior Librarian
- 121 Registrar
- 124 Legal Assistant
- 145 Curatorial Grade D,
- 131 Valuer 1,
- 073 Senior Psychologist,
- 155 Senior Scientific Officer,
- 163 Senior Mapping & Charting Officer
- 123 DP London
- 264 Auditor DP MIIA or BATS,
- 270 Auditor DP IT (MIIA or BATS)
- 266 Auditor DP (MIIA & BATS),
- 277 Auditor DP IT (MIIA & BATS)
- 122 Accountant DP, Senior Auditor (H&SS) (Accountant)

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	37,383	Max	38,131	Max	38,893
11	36,833	10	37,544	9	38,268
10	36,284	9	36,957	8	37,643
9	35,734	8	36,370	7	37,018
8	34,910	7	35,489	6	36,080
7	34,086	6	34,609	5	35,143
6	32,987	5	33,435	4	33,893
5	31,888	4	32,261	3	32,643
4	30,788	3	31,087	2	31,393
3	29,689	2	29,914	1	30,142
2	28,041	1	28,153		
1	26,392				

106 Senior Occupational Officer

<b>2006 pay scales</b>		<b>2007 pay scales</b>		<b>2008 pay scales</b>	
Max	37,383	Max	38,131	Max	38,893
8	36,534	8	37,207	8	38,018
7	35,685	7	36,283	7	37,143
6	34,835	6	35,359	6	36,268
5	33,986	5	34,435	5	35,393
4	33,137	4	33,511	4	34,518
3	31,863	3	32,125	3	33,205
2	30,589	2	30,739	2	31,892
1	28,891	1	28,891	1	30,142

## Pay scales for the period 1 August 2006 to 31 July 2009

143 Inspector (H&S),

117 Deputy Chief Fisheries Officer, Inspector II (Agric), Senior Agricultural Economist

2006 pay scale		2007 pay scale		2008 pay scale	
Max	39,558	Max	39,756	Max	39,954
11	38,807	10	39,108	9	39,303
10	38,057	9	38,282	8	38,473
9	37,290	8	37,644	7	37,832
8	36,180	7	36,687	6	36,870
7	35,054	6	35,730	5	35,908
6	33,553	5	34,453	4	34,626
5	32,051	4	33,177	3	33,343
4	30,550	3	31,901	2	32,061
3	29,049	2	29,987	1	30,142
2	26,797	1	27,343		
1	24,545				

146 Curatorial Grade D+4 (DOE)

2006 pay scale		2007 pay scale		2008 pay scale	
Max	39,558	Max	39,756	Max	39,954
11	38,807	10	39,108	9	39,303
10	38,057	9	38,282	8	38,473
9	37,306	8	37,644	7	37,832
8	36,180	7	36,687	6	36,870
7	35,054	6	35,730	5	35,908
6	33,553	5	34,453	4	34,626
5	32,051	4	33,177	3	33,343
4	30,550	3	31,901	2	32,061
3	29,049	2	29,987	1	30,142
2	26,797	1	27,343		
1	24,545				

132 Deputy Chief Trading Standards Officer,

118 Pharmaceutical Officer

2006 pay scale		2007 pay scale		2008 pay scale	
Max	38,036	Max	38,226	Max	38,893
11	36,833	10	37,544	9	38,268
10	36,284	9	36,957	8	37,643
9	35,734	8	36,370	7	37,018
8	34,910	7	35,489	6	36,080
7	34,086	6	34,609	5	35,143
6	32,987	5	33,435	4	33,893
5	31,888	4	32,261	3	32,643
4	30,788	3	31,087	2	31,393
3	29,689	2	29,914	1	30,142
2	28,041	1	28,153		
1	26,392				

## Pay scales for the period 1 August 2006 to 31 July 2009

137 Forest Officer I

2006 pay scale		2007 pay scale		2008 pay scale	
Max	40,187	Max	40,991	Max	41,810
11	39,595	10	40,360	9	41,138
10	39,005	9	39,729	8	40,466
9	38,414	8	39,098	7	39,794
8	37,528	7	38,151	6	38,786
7	36,642	6	37,205	5	37,779
6	35,461	5	35,943	4	36,435
5	34,280	4	34,681	3	35,091
4	33,097	3	33,419	2	33,747
3	31,916	2	32,158	1	32,403
2	30,144	1	30,264		
1	28,371				

**Pay scales for the period 1 August 2006 to 31 July 2009**  
**Grade 7 and analogous pay scales**

083 Unified Grade 7,  
 085 Unified Grade 7  
 070 Inspector I (Agric), Chief Fisheries Officer  
 082 Principal Inspector (H&S)  
 081 Principal Legal Officer  
 090 Inspector (SSI),  
 098 Accountant (Grade 7) Principal Auditor (H&SS) (Accountant),  
 097 Grade 7 Acc'nt (DHSS)  
 086 Development Executive, Principal Nurse,  
 110 Nursing Officer,  
 113 Principal Pharmaceutical Officer  
 089 Grade 7 London, Principal Statistician London

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	48,824	Max	49,800	Max	50,796
11	48,139	10	49,066	9	50,013
10	47,454	9	48,332	8	49,229
9	46,768	8	47,598	7	48,445
8	45,741	7	46,497	6	47,269
7	44,713	6	45,396	5	46,094
6	43,342	5	43,928	4	44,526
5	41,972	4	42,460	3	42,958
4	40,602	3	40,992	2	41,391
3	39,231	2	39,524	1	39,823
2	37,176	1	37,322		
1	35,120				

209 Senior Fire Officer

<b>2006 pay scale</b>		<b>2007 pay scale</b>		<b>2008 pay scale</b>	
Max	48,824	Max	49,800	Max	50,796
11	48,139	10	49,066	9	50,013
10	47,454	9	48,332	8	49,229
9	46,768	8	47,598	7	48,445
8	45,741	7	46,497	6	47,269
7	44,713	6	45,396	5	46,094
6	43,342	5	43,928	4	44,526
5	41,972	4	42,460	3	42,958
4	40,602	3	40,992	2	41,391
3	39,231	2	39,524	1	39,823
2	37,176	1	37,322		
1	35,164				

## Pay scales for the period 1 August 2006 to 31 July 2009

067 Divisional Veterinary Officer, Senior Veterinary Research Officer II

2006 pay scales		2007 pay scales		2008 pay scales	
max	48,824	max	49,800	max	50,796
8	47,781	8	48,717	8	49,699
7	46,739	7	47,635	7	48,601
6	45,696	6	46,552	6	47,504
5	44,654	5	45,470	5	46,407
4	43,611	4	44,387	4	45,310
3	42,047	3	42,763	3	43,664
2	40,483	2	41,139	2	42,018
1	38,398	1	38,974	1	39,823

099 Alkali Radiochemical Inspector

2006 pay scales		2007 pay scales		2008 pay scales	
max	59,101	max	59,397	max	59,694
12	57,671	12	57,959	11	58,249
11	56,343	11	56,625	10	56,908
10	55,015	10	55,290	9	55,566
9	53,688	9	53,957	8	54,226
8	52,362	8	52,623	7	52,886
7	51,033	7	51,288	6	51,544
6	49,706	6	49,955	5	50,205
5	47,646	5	47,884	4	48,124
4	45,582	4	45,810	3	46,039
3	43,517	3	43,734	2	43,734
2	41,246	2	41,246	1	41,246
1	39,193	1	39,193		

055 Pollution Inspector

2006 pay scales		2007 pay scales		2008 pay scales	
max	59,101	max	59,397	max	59,694
12	57,671	11	57,959	11	58,249
11	56,173	10	56,454	10	56,737
10	54,680	9	54,953	9	55,228
9	53,186	8	53,452	8	53,719
8	51,692	7	51,951	7	52,210
7	50,197	6	50,448	6	50,700
6	48,703	5	48,947	5	49,192
5	47,209	4	47,445	4	47,682
4	45,715	3	45,944	3	46,174
3	41,923	2	42,132	2	42,975
2	38,134	1	38,325	1	39,823
1	35,120				

## Pay scales for the period 1 August 2006 to 31 July 2009

### Grade 6 and analogous pay scales

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

2006 pay scale		2007 pay scale		2008 pay scale	
Max	59,983	Max	61,183	Max	62,407
11	58,983	10	59,683	9	60,807
10	57,683	9	58,133	8	59,057
9	55,983	8	56,533	7	57,257
8	54,230	7	54,933	6	55,457
7	52,460	6	53,133	5	53,657
6	50,720	5	51,333	4	51,857
5	48,980	4	49,533	3	50,057
4	47,240	3	47,733	2	48,257
3	45,500	2	45,900	1	46,400
2	43,000	1	43,600		
1	40,500				

068 Chief Alkali and Radiochemical Inspector

2006 pay scales		2007 pay scales		2008 pay scales	
max	68,866	max	69,210	max	69,556
12	67,198	11	67,534	11	67,872
11	65,291	10	65,617	10	65,945
10	63,386	9	63,703	9	64,022
9	61,482	8	61,789	8	62,098
8	59,576	7	59,874	7	60,174
7	57,673	6	57,961	6	58,251
6	55,768	5	56,047	5	56,328
5	53,863	4	54,132	4	54,403
4	51,959	3	52,218	3	52,479
3	49,159	2	49,404	2	50,145
2	46,359	1	46,590	1	46,823
1	43,559				

**TO: ALL DEPARTMENTS AND AGENCIES**

**PAY OF ALL NON-INDUSTRIAL STAFF BELOW THE SENIOR CIVIL SERVICE  
1 AUGUST 2010**

**Introduction**

1. This circular reflects the detail of the 2010 pay settlement. It applies to all non-industrial staff below the Senior Civil Service. While the settlement does not apply directly to staff in the Social Security Agency it has been decided that the Agency will mirror the NICS settlement.
2. This is the first pay award since the devolution of justice and it will also apply to non-industrial Northern Ireland Civil Servants in the Department of Justice, with the exception of staff who are subject to national pay agreements.
3. Although the Trade Union Side of the Central Whitley Council (NI) is not in a position to agree to the terms of this pay award, consultation has taken place on the content of this pay circular for the purpose of implementation of the pay settlement.

**Terms of the Settlement**

4. The pay deal covers each of the 2010/11 and 2011/12 years and is in respect of the reporting years 1 April 2009 to 31 March 2010 and 1 April 2010 to 31 March 2011. The award is payable from 1 August 2010 and 1 August 2011. The overall package is worth an average of 3% in year 1 and 2.7% in year 2.
5. The main elements of the offer are as follows:
  - (a) All eligible fully satisfactory or better performers will receive one step progression with effect from 1 August 2010 and 1 August 2011;
  - (b) The majority of pay scales will have the minimum point removed;
  - (c) Following the application of one step progression all staff below a full time equivalent salary of £21,000 will receive a non-consolidated payment of £250 (pro-rated for part-time staff);
  - (d) Restructuring of the 'O' Level Trainee pay scale; and
  - (e) Support Grade Band 1 Security Guards and staff on the maximum of their pay scale will remain on their existing salary but will receive the benefit of (c) above if their salary is below £21,000.

**Implementation**

6. The sequence for implementing the settlement is as follows:
  - All eligible fully satisfactory or better performers should move up one step on the 2009 pay scale with effect from 1 August 2010;
  - All staff will then move horizontally across to the 2010 pay scale with effect from 1 August 2010;



- The minimum point is removed with effect from 1 August 2010 (apart from the Graduate Trainee scale);
- All eligible fully satisfactory or better performers should move up one step on the 2010 pay scale with effect from 1 August 2011;
- All staff will then move horizontally across to the 2011 pay scale with effect from 1 August 2011;
- The minimum point is removed with effect from 1 August 2011 (apart from the Graduate Trainee scale);
- DOJ staff who meet the eligibility criteria and opted to stay on the retained former NIO / Courts and Tribunals Service pay scales will move up one point on those pay scales with effect from 1 August 2010 and one point with effect from 1 August 2011, in line with the NICS pay award. The £250 non-consolidated payment will be included where appropriate.

Revised pay scales for 2010 and 2011 are shown at Annex 1.

### **Staff working in London**

7. The rate of Local Pay Additions (LPAs) and the London weighting allowance currently in payment remains unchanged.

### **Secretarial, Accountancy and ICT allowances**

8. The rates of accountancy, ICT allowances and proficiency payments and skills supplements remain unchanged and are set out in Annexes 2, 3, and 4.

### **Controlled Fringe Bodies**

9. Departments in line with existing arrangements will agree with their fringe bodies how the terms of this circular will apply. This is subject to any procedural and governance arrangements which are in place.

### **Enquires**

10. Any enquires about the content or application of the terms of this circular should be addressed to HR Connect. Frequently asked questions can be accessed at the pay website on [www.dfpni.gov.uk/pay](http://www.dfpni.gov.uk/pay)

**JOHN McKERNAN**  
**Pay & Grading Unit**  
**Corporate HR**

**June 2011**

**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

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

312 Student, ICT Level 1

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

## AO and analogous pay scales

- 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
- 362 Assistant Scientific Officer
- 364 SSO IIA
- 367 Support Grade Band 1
- 368 AO London
- 369 SSO IIB (SSA)
- 370 Admin Officer (SSA), Medical Attendant
- 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				

360 Security Officer  
 365 Security Guard  
 376 Security Officer (SSA)  
 378 Security Guard (SSA)

<b>1st February 2010 pay scale</b>		<b>1st August 2010 pay scale</b>		<b>1st August 2011 pay scale</b>	
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				

## E0II and analogous pay scales

- 284 E0II, Audit Assistant (H&SS), Trainee Careers Advisor, Law Clerk II, Senior Mapper, ICT level 3, Traffic Examiner E0II, Strangford Ferry Skipper
- 234 Typing Manager (SSA)
- 242 SSO 1 (SSA)
- 243 Senior Personal Secretary (SSA)
- 272 E0II (SSA)
- 279 Typing Manager
- 282 SSO 1
- 292 Support Manager 3
- 296 E0II 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
- 315 Social Security Officer 1 (CMED)
- 318 E0II (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 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				

- 289 E0II 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

<b>1st August 2009 pay scale</b>		<b>1st August 2010 pay scale</b>		<b>1st August 2011 pay scale</b>	
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
- 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

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				

240 EOI Accountant, Senior Audit Assistant (Accounting)

<b>1st August 2009 pay scale</b>		<b>1st August 2010 pay scale</b>		<b>1st August 2011 pay scale</b>	
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

<b>1st August 2009 pay scale</b>		<b>1st August 2010 pay scale</b>		<b>1st August 2011 pay scale</b>	
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)

<b>1st August 2009 pay scale</b>		<b>1st August 2010 pay scale</b>		<b>1st August 2011 pay scale</b>	
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

<b>1st August 2009 pay scale</b>		<b>1st August 2010 pay scale</b>		<b>1st August 2011 pay scale</b>	
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				

## 291 Graduate Trainee

<b>1st August 2009 pay scale</b>		<b>1st August 2010 pay scale</b>		<b>1st August 2011 pay scale</b>	
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

## 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
- 251 Curatorial Grade E, Research Assistant (Historic Monuments), Conservation Grade E
- 304 Higher Photographic Officer
- 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)

<b>1st August 2009 pay scale</b>		<b>1st August 2010 pay scale</b>		<b>1st August 2011 pay scale</b>	
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)

<b>1st August 2009 pay scale</b>		<b>1st August 2010 pay scale</b>		<b>1st August 2011 pay scale</b>	
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				

137 Forest Officer I

<b>1st August 2009 pay scale</b>		<b>1st August 2010 pay scale</b>		<b>1st August 2011 pay scale</b>	
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

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				

## 055 Pollution Inspector

<b>1st August 2009 pay scale</b>		<b>1st August 2010 pay scale</b>		<b>1st August 2011 pay scale</b>	
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				

## Accountancy Allowances for EOII, EOI and Staff Officer

Allowances for partly qualified accountants - 1.4.95

£616

Accountancy Body	Allowance Payable		Fully Qualified Rates*
	£616	Additional £616	
Chartered Institute of Management Accountants	Managerial Level	Strategic Level	Test of Professional Competence In Management Accounting
Institute of Chartered Accountants			
England and Wales	Knowledge Modules	Application Modules	Advanced Stage
Scotland	Test of Competence	Test of Professional Skills	Test of Professional Expertise
Ireland	CA Proficiency 1	CA Proficiency 2	Final Admitting Examination
Association of Chartered Certified Accountants	Knowledge Module	Skills Module	Professional Stage
Chartered Institute of Public Finance and Accountancy	Certificate Level	Diploma Level	Final Test

\* With effect from 1.10.89 the final stage accountancy allowance for EOII, EOIs and SOs was subsumed into separate scales. This was authorised by CSC 26/91 dated 7 June 1991. If you enter an accountancy grade pay band you will have your pay determined by moving from your existing generalist grade pay point to the equivalent pay point on the relevant accountancy scale.

Providing these conditions are met, this stage of the allowance is payable from the latest date on which you can register for the intermediate examinations; in other words three months before the first day of the month in which the examination takes place.

ICT Allowance

**ICT Allowance – Rates Payable from 1 October 2005**

**The ICT allowance for:**

- ICT Level 2 (Technician);
- ICT Level 6 (Senior Systems Analyst); and
- ICT levels 7 and 8 (Grade 7 and Grade 6 respectively) \*

**is £2,080.**

**\* On approval of a business case**

**The ICT allowance for:**

- ICT Level 3 (Programmer)
- ICT level 4 (Programmer Analyst); and
- ICT Level 5 (Systems Analyst)

**is £3,640.**

## **Proficiency Allowances**

### **Typists and Personal Secretaries**

Proficiency Class C	£404
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Proficiency Class B	£602
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Proficiency Class A	£902
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In each case the higher level proficiency payment subsumes a lower level payment for the same skill. In addition to a typing proficiency you can only hold one other proficiency in either shorthand or audio.

### **Skills Supplements**

Lower rate Skills Supplement	£540
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Higher rate Skills Supplement	£1,083
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Phototypesetting & Composing Supplement	£1,701
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## 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 (obso), 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 (MIIA or BATS)

196 Auditor SO (MIIA 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 (MIIA and BATS) (SSA)

254 Auditor SO (MIIA 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'nt (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

<b>1st August 2009 pay scale</b>	
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)

<b>1st August 2009 pay scale</b>	
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

<b>1st August 2009 pay scale</b>	
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

**Date**

**REDACTED PERSONAL INFORMATION**

Dear **REDACTED PERSONAL INFORMATION**

Candidate Reference Number:

RE: **IRC -**

I am pleased to inform you that the necessary pre-appointment enquiries have now been completed and I have pleasure in offering you the above position in the **Northern Ireland Policing Board**. Your starting date will be \_\_\_\_\_.

Your salary will be in the SO pay band range and you will enter the range at **REDACTED PERSONAL INFORMATION**

On your first day, you should report at **09:00 am** to:

**REDACTED PERSONAL INFORMATION NIPB**  
**Waterside Tower**  
**31 Clarendon Road**  
**Clarendon Dock**  
**Belfast, BT1 3BG**

If you suffer from a disability which may require reasonable adjustments to be carried out, you should advise me of this as urgently as possible so that your employing Department can be informed and consideration given to implementing this.

You will be paid **monthly** in arrears via Bankers Automated Clearing Service (BACS). You will need to bring with you on your first day of employment details of a Bank or Building Society account into which your salary can be paid directly; parts II/III of Income Tax Form P45 completed by your last employer; and your National Insurance Number.

In addition to the usual public and privilege holidays your annual leave entitlement will be **25 days**.

When you start your new job, you are eligible to join the Northern Ireland Civil Service (NICS) pension arrangements. We offer all new employees the choice of either:

- A high quality, index-linked defined benefit pension scheme that currently has a 3.5% member contribution rate. We also make contributions and meet the bulk of the cost of this scheme
- or
- A stakeholder pension with a contribution from ourselves. Our basic contribution is based on your age, and we pay this regardless of

whether you choose to contribute anything. You do not have to contribute if you do not wish to but, if you do, we will also match your contributions up to an additional 3% of pay.

If you previously worked for an employer covered by the NICS Pension arrangements, different conditions may apply. If you have a NICS pension in payment, you should be aware that the pension scheme rules prevent members from receiving more by way of NICS pay and pension combined on re-employment than they were earning as salary before they retired. This is called 'abatement'. If you want to know more about how this may affect you, please contact Civil Service Pensions at:

Civil Service Pensions  
Waterside House  
75 Duke Street  
Londonderry  
BT47 6FP  
Tel: 028 7131 9000  
E-mail: [cspensions.cpg@dfpni.gov.uk](mailto:cspensions.cpg@dfpni.gov.uk)

If you left the NICS with an early retirement, severance or redundancy package then your existing benefits may be affected if you accept this post. If your service was enhanced (increased) when you left then you will not be able to build up benefits in the defined benefit scheme. If you opt to join our stakeholder scheme, we will not pay employer contributions for this enhancement period but you will be able to contribute if you wish. If you are receiving a pension or annual compensation payment then this may be reduced during your re-employment. If you received a top-up payment under the early severance temporary arrangements then your pay may be reduced during your re-employment.

Please find enclosed New Entrant Pensions Questionnaire. If you wish to take up your offer of appointment, please complete the Questionnaire and return it to Civil Service Pensions within 7 days using the pre-paid envelope provided.

When you take up appointment, you will be provided with full details of the pensions options available to you.

The appointment will otherwise be governed by the terms and conditions of service for pensionable appointments in the Northern Ireland Civil Service, details of which are contained in the NICS HR Handbook.

Such conditions may be subject to change. Any changes in those conditions will be notified to you directly or in circulars issued by the Department of Finance and Personnel.

All civil servants owe duties of confidentiality and loyal service to the Crown. These require civil servants to exercise care in the use of information which they acquire in the course of their official duties and to protect information which is held in confidence.



The rules governing the use of official information and related activities are set out in the Standards of Conduct chapter of the NICS HR Handbook. Any breach of those provisions may result in disciplinary action and in certain circumstances criminal or civil proceedings.

All civil servants are subject to the Official Secrets Act 1911 - 1989. An explanatory leaflet summarising the provisions of the Act as they affect civil servants will be issued to you on the first day. You should read it carefully. Confirmation of your appointment will be dependent upon the satisfactory completion of a probationary period of 1 year. If your work and/or attendance during this period (which may under certain circumstances be extended) is not satisfactory your appointment may be terminated.

The Northern Ireland Civil Service attaches importance to ensuring effective consultation and involvement of staff. It is, of course, a personal decision whether or not to join a trade union, but the Civil Service encourages staff to join an appropriate trade union and to play an active part within it, making sure that their views are represented.

If you are prepared to accept the appointment, please complete and return the enclosed acceptance slip to HRConnect within 7 days from the date of this letter.

If you are not prepared to accept the appointment, or if for any reason (for example because you are required to serve a period of notice with your present employer), you are unable to take up duty on the specified date, please advise HRConnect as soon as possible indicating the earliest date which you could report for duty.

Finally, as you will be aware a Criminal Record Check (CRC) is completed for all prospective employees. Your CRC was completed. It is essential that you disclose if you have been convicted of any offence, or are the subject of a pending charge since the date of your CRC. You must also advise if you have any criminal convictions outside of UK jurisdiction. Failure to divulge any relevant detail will invalidate this offer of appointment.

Yours sincerely,

**REDACTED PERSONAL INFORMATION**

HRConnect  
Enc

**ACCEPTANCE OF A PENSIONABLE APPOINTMENT  
IN THE NORTHERN IRELAND CIVIL SERVICE  
IRC -**

HR Connect  
PO Box 1089  
2nd floor  
Metro Building  
6-9 Donegall Square South  
Belfast  
BT1 9EW

I acknowledge receipt of your letter dated \_\_\_\_\_ and  
accept the appointment of \_\_\_\_\_ in  
\_\_\_\_\_ (Department) on the conditions outlined. I will  
report for duty as requested at \_\_\_\_\_ (time) on \_\_\_\_\_ (date)  
which will be the effective date of my appointment for all purposes.

SIGNED: ..... DATE:.....

NAME: ..... (Please print)