

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 1.

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.

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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.

SIGNATORIES ON BEHALF OF JNC AND DE / EA MANAGEMENT

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

