

nipsa PAY CHARTER

Civil Servants work in vital services for the benefit of the public in Northern Ireland. Their work often goes unseen but it is essential. For example, Civil Servants helped develop the policy and directions on COVID-19, they provide ongoing support for the economy - including the farming community, they ensure roads and other key elements of our infrastructure are in working order, they deliver social security services and work on education and training programmes so that children and young people get better life opportunities.

Unfortunately, these same Civil Servants also rely on benefits and second jobs to make ends meet. Some are using foodbanks to feed their families.

NIPSA is asking all the political parties to recognise the importance of the work carried out by Civil Servants and to sign and support our Charter to deliver Fair Pay.

NIPSA is seeking the following:

- ▶ A pay award of inflation plus an additional 5%. This will help address a decade of pay cuts caused by below inflation pay awards.
- ▶ A reduction in the number of points on the pay scales.

Fair Pay is deserved by those delivering essential services to communities across Northern Ireland.

It is clear that money can be found when necessary.

We believe that a poor pay award to Civil Servants is a political decision and not an economic imperative.

We ask you to support our claim for Fair Pay for Civil Servants by signing below.