

TO: ALL DEPARTMENTS AND AGENCIES (EXCLUDING NIO PAY GROUP)

PAY OF ALL NON-INDUSTRIAL STAFF BELOW THE SENIOR CIVIL SERVICE 1 AUGUST 2009

Introduction

1. This circular reflects the detail of the 2009 pay settlement. It applies to all non-industrial staff below the Senior Civil Service except those staff in the 2009 Northern Ireland Office pay group. While the settlement does not apply directly to staff in the Social Security Agency it has decided to mirror the NICS settlement.
2. The terms of this circular have been agreed with the Trade Union Side of the Central Whitley Council (NI) for the purpose of implementation of the pay settlement.

Terms of the Settlement

3. The overall package, which rewards staff for the reporting year 1 April 2008 to 31 March 2009 will be payable from 1 August 2009 or 1 February 2010 whichever is applicable. The overall package is worth an average increase for staff in post of 3.03%.
4. The main elements of the offer are as follows:
 - (a) All eligible fully satisfactory or better performers at EOII and analogous grades and above receive one step progression with effect from 1 August 2009;
 - (b) All eligible fully satisfactory or better performers at TGI, TGII, Assistant Scientific Officer, Asst Draughtsman, Conservation Grade G, Trainee Inspector TSS, and Assistant Warden grades receive one step progression with effect from 1 August 2009;
 - (c) All eligible fully satisfactory or better performers at AA, AO and analogous grades (excluding those listed in (b) above) receive one step progression with effect from 1 February 2010;
 - (d) The majority of pay scales will have the minimum point removed;
 - (e) Points below the maximum on the EOII and above and analogous pay scales are increased by £270 (except those scales that are being restructured);
 - (f) Support Grade Band 1 Security guards below the maximum will remain on their existing salary and receive a non consolidated payment of £270. The non consolidated payment will be pro-rated for staff who do not work full conditioned hours;
 - (g) With effect from 1 February 2010 staff who are analogous to EOI or below will be paid overtime using Band 1 rates and the overtime maximum hourly rates applicable for Band 1;

- (h) Staff on the maximum will remain on their existing salary and receive a non consolidated payment of £270. The non consolidated payment will be pro-rated for staff who do not work full conditioned hours;
- (i) With effect from 1 February 2010 annual leave entitlement is increased to 30 days after 5 years service.

Implementation

5. The sequence for implementing the settlement is as follows:

EOIs, analogous grades and above (apart from Higher Instructional Officer grade)

- All eligible fully satisfactory performers or better should move up one step on the 2008 pay scale with effect from 1 August 09.
- All staff will then move horizontally across to the 2009 pay scale with effect from 1 August 09.
- The minimum point is removed with effect from 1 August 09 (apart from Graduate Trainee scale, Senior Occupational Officer scale and Divisional Veterinary Officer scale).
- The Senior Occupational Officer has been restructured to bring it into line with the DP pay scale and the Divisional Veterinary Officer has been restructured to bring it into line with the Grade 7 pay scale.

EOIs and analogous grades (apart from Instructional Officer scale)

- All eligible fully satisfactory performers or better should move up one step on the February 2009 pay scale with effect from 1 August 09.
- All staff will then move horizontally across to the 2009 pay scale with effect from 1 August 09.
- The minimum point is removed with effect from 1 August 09

Higher Instructional Officer/ Instructional Officer grades

- These scales have been restructured to reduce the number of points on the pay scale. All eligible fully satisfactory performers or better should move up one step on the 2008 pay scale with effect from 1 August 09.
- All staff should then move across to the point with the next highest monetary value on the 2009 pay scale.

Technical Grade I and II

- All eligible fully satisfactory performers or better should move up one step on the 2008 pay scale with effect from 1 August 09.
- All staff will then move horizontally across to the 2009 pay scale with effect from 1 August 09.

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 - (a) All eligible fully satisfactory or better performers at EOII and analogous grades and above receive one step progression with effect from 1 August 2009;
 - (b) All eligible fully satisfactory or better performers at TGI, TGII, Assistant Scientific Officer, Asst Draughtsman, Conservation Grade G, Trainee Inspector TSS, and Assistant Warden grades receive one step progression with effect from 1 August 2009;
 - (c) All eligible fully satisfactory or better performers at AA, AO and analogous grades (excluding those listed in (b) above) receive one step progression with effect from 1 February 2010;
 - (d) The majority of pay scales will have the minimum point removed;
 - (e) Points below the maximum on the EOII and above and analogous pay scales are increased by £270 (except those scales that are being restructured);
 - (f) Support Grade Band 1 Security guards below the maximum will remain on their existing salary and receive a non consolidated payment of £270. The non consolidated payment will be pro-rated for staff who do not work full conditioned hours;
 - (g) With effect from 1 February 2010 staff who are analogous to EOI or below will be paid overtime using Band 1 rates and the overtime maximum hourly rates applicable for Band 1;

- (h) Staff on the maximum will remain on their existing salary and receive a non consolidated payment of £270. The non consolidated payment will be pro-rated for staff who do not work full conditioned hours;
- (i) With effect from 1 February 2010 annual leave entitlement is increased to 30 days after 5 years service.

Implementation

5. The sequence for implementing the settlement is as follows:

EOIs, analogous grades and above (apart from Higher Instructional Officer grade)

- All eligible fully satisfactory performers or better should move up one step on the 2008 pay scale with effect from 1 August 09.
- All staff will then move horizontally across to the 2009 pay scale with effect from 1 August 09.
- The minimum point is removed with effect from 1 August 09 (apart from Graduate Trainee scale, Senior Occupational Officer scale and Divisional Veterinary Officer scale).
- The Senior Occupational Officer has been restructured to bring it into line with the DP pay scale and the Divisional Veterinary Officer has been restructured to bring it into line with the Grade 7 pay scale.

EOIs and analogous grades (apart from Instructional Officer scale)

- All eligible fully satisfactory performers or better should move up one step on the February 2009 pay scale with effect from 1 August 09.
- All staff will then move horizontally across to the 2009 pay scale with effect from 1 August 09.
- The minimum point is removed with effect from 1 August 09

Higher Instructional Officer/ Instructional Officer grades

- These scales have been restructured to reduce the number of points on the pay scale. All eligible fully satisfactory performers or better should move up one step on the 2008 pay scale with effect from 1 August 09.
- All staff should then move across to the point with the next highest monetary value on the 2009 pay scale.

Technical Grade I and II

- All eligible fully satisfactory performers or better should move up one step on the 2008 pay scale with effect from 1 August 09.
- All staff will then move horizontally across to the 2009 pay scale with effect from 1 August 09.

- The minimum point is removed with effect from 1 February 2010

AA, AO and analogous grades (apart from Support Grade band 1 Security guard)

- All eligible fully satisfactory performers or better should move up one step on the February 2009 pay scale with effect from 1 February 2010.
- All staff will then move horizontally across to the 2009 pay scale with effect from 1 February 2010.
- The minimum point is removed with effect from 1 February 2010 (apart from O level trainee scale).

Support Grade Band 1 Security guards and staff on the maximum of their pay scales will remain on their existing salary and receive a non consolidated payment of £270. The non consolidated payment will be pro-rated for staff who do not work full conditioned hours.

Revised pay scales for 2009 are shown at Annex 1.

Staff working in London

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

Secretarial, Accountancy and ICT allowances

7. 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

8. 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

9. 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

JOHN McKERNAN
Pay & Grading Unit
Corporate HR

13th August 2010

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 2009 pay scale		1st February 2010 pay scale	
	Max	17,533	Max	17,533
	7	17,108	6	17,108
	6	16,682	5	16,682
	5	16,257	4	16,257
	4	15,619	3	15,619
	3	14,981	2	14,981
	2	14,131	1	14,131
	1	13,280		

380 'O' level Trainee

	1st February 2009 pay scale		1st February 2010 pay scale	
	Max	17,533	Max	17,533
	3	16,257	3	16,682
	2	14,981	2	15,619
	1	13,280	1	14,131

312 Student, ICT Level 1

	1st February 2009 pay scale	1st February 2010 pay scale
	1 13,280	1 14,131

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
 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
 360 Security Officer
 362 Assistant Scientific Officer
 364 SSO IIA
 365 Security guard,
 367 Support Grade Band 1
 368 AO London
 369 SSO IIB (SSA)
 370 Admin Officer (SSA), Medical Attendant
 376 Security Officer (SSA)
 378 Security Guard (SSA)
 379 Support Grade Band 1 (SSA)
 384 SSO IIA (CMED)
 389 Trainee Inspector TSS
 403 Conservation Grade G

	1st February 2009 pay scale		1st February 2010 pay scale	
	Max	22,180	Max	22,180
	10	21,835	9	21,835
	9	21,490	8	21,490
	8	20,799	7	20,799
	7	20,109	6	20,109
	6	19,419	5	19,419
	5	18,728	4	18,728
	4	18,038	3	18,038
	3	17,348	2	17,348
	2	16,312	1	16,312
	1	15,277		

EOII and analogous pay scales

284 EOII, Audit Assistant (H&SS), Trainee Careers Advisor, Law Clerk II, Senior Mapper, ICT level 3, Traffic Examiner EOII, Strangford Ferry Skipper

234 Typing Manager (SSA)

242 SSO 1 (SSA)

243 Senior Personal Secretary (SSA)

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

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 February 2009 pay scale		1st August 2009 pay scale	
	Max	23,250	Max	23,250
	7	22,718	6	22,988
	6	22,186	5	22,456
	5	21,654	4	21,924
	4	21,122	3	21,392
	3	20,590	2	20,860
	2	20,015	1	20,285
	1	19,450		

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

	1st February 2009 pay scale		1st August 2009 pay scale	
	Max	26,250	Max	26,250
	7	25,718	6	25,988
	6	25,186	5	25,456
	5	24,654	4	24,924
	4	24,122	3	24,392
	3	23,590	2	23,860
	2	23,015	1	23,285
	1	22,450		

261 Instructional Officer

1st August 2008 pay scale		1st August 2009 pay scale	
Max	24,275	Max	24,275
10	24,013	6	23,619
9	23,751	5	22,963
8	23,489	4	22,306
7	23,097	3	21,650
6	22,704	2	20,994
5	22,180	1	20,285
4	21,657		
3	21,133		
2	20,610		
1	19,806		

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,

287 Telecomms Engineering Technician

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 2008 pay scale		1st August 2009 pay scale	
Max	26,086	Max	26,086
9	25,708	8	25,978
8	25,331	7	25,601
7	24,953	6	25,223
6	24,387	5	24,657
5	23,821	4	24,091
4	23,066	3	23,336
3	22,311	2	22,581
2	21,556	1	21,826
1	20,801		

240 EOI Accountant, Senior Audit Assistant (Accounting)

1st August 2008 pay scale		1st August 2009 pay scale	
Max	29,086	Max	29,086
9	28,708	8	28,978
8	28,331	7	28,601
7	27,953	6	28,223
6	27,387	5	27,657
5	26,821	4	27,091
4	26,066	3	26,336
3	25,311	2	25,581
2	24,556	1	24,826
1	23,801		

220 Higher instructional Officer

1st August 2008 pay scale		1st August 2009 pay scale	
Max	28,564	Max	28,564
10	28,234	8	28,093
9	27,903	7	27,624
8	27,573	6	27,153
7	27,077	5	26,449
6	26,581	4	25,744
5	25,920	3	24,804
4	25,259	2	23,864
3	24,598	1	22,924
2	23,937		
1	22,924		

226 Inspector (TSB)

1st August 2008 pay scale		1st August 2009 pay scale	
Max	28,072	Max	28,072
9	27,595	8	27,865
8	27,118	7	27,388
7	26,642	6	26,912
6	25,926	5	26,196
5	25,211	4	25,481
4	24,258	3	24,528
3	23,304	2	23,574
2	22,350	1	22,620
1	21,400		

202 Forest Officer III

1st August 2008 pay scale		1st August 2009 pay scale	
Max	30,651	Max	30,651
9	30,207	8	30,524
8	29,764	7	30,081
7	29,320	6	29,637
6	28,655	5	28,972
5	27,990	4	28,307
4	27,103	3	27,420
3	26,215	2	26,533
2	25,328	1	25,646
1	24,441		

291 Graduate Trainee

1st August 2008 pay scale		1st August 2009 pay scale	
Max	22,311	Max	23,336
2	21,556	2	22,581
1	20,801	1	21,826

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)
 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 2008 pay scale		1st August 2009 pay scale	
Max	30,520	Max	30,520
9	30,061	8	30,331
8	29,601	7	29,871
7	29,142	6	29,412
6	28,453	5	28,723
5	27,764	4	28,034
4	26,845	3	27,115
3	25,927	2	26,197
2	25,008	1	25,278
1	24,089		

185 Senior Instructional Officer

1st August 2008 pay scale		1st August 2009 pay scale	
Max	30,985	Max	30,985
9	30,657	8	30,927
8	30,329	7	30,599
7	30,001	6	30,271
6	29,509	5	29,779
5	29,017	4	29,287
4	28,361	3	28,631
3	27,705	2	27,975
2	27,049	1	27,319
1	26,347		

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

1st August 2008 pay scale		1st August 2009 pay scale	
Max	30,520	Max	30,520
9	30,061	8	30,331
8	29,601	7	29,871
7	29,142	6	29,412
6	28,453	5	28,723
5	27,764	4	28,034
4	26,845	3	27,115
3	25,927	2	26,197
2	25,008	1	25,278
1	24,252		

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

1st August 2008 pay scale		1st August 2009 pay scale	
Max	34,151	Max	34,151
9	33,382	8	33,652
8	32,613	7	32,883
7	31,844	6	32,114
6	30,754	5	31,024
5	29,665	4	29,935
4	28,255	3	28,525
3	27,101	2	27,371
2	25,563	1	25,833
1	24,089		

215 Fire Officer

1st August 2008 pay scale		1st August 2009 pay scale	
Max	32,840	Max	32,840
9	32,264	8	32,534
8	31,689	7	31,959
7	31,114	6	31,384
6	30,251	5	30,521
5	29,388	4	29,658
4	28,237	3	28,507
3	27,086	2	27,356
2	25,936	1	26,206
1	24,089		

182 Area Inspector (TSB)

1st August 2008 pay scale		1st August 2009 pay scale	
Max	31,575	Max	31,575
9	31,063	8	31,333
8	30,551	7	30,821
7	30,039	6	30,309
6	29,270	5	29,540
5	28,502	4	28,772
4	27,478	3	27,748
3	26,454	2	26,724
2	25,430	1	25,700
1	24,089		

190 Forest Officer II

1st August 2008 pay scale		1st August 2009 pay scale	
Max	34,335	Max	34,335
9	33,819	8	34,122
8	33,301	7	33,605
7	32,785	6	33,089
6	32,010	5	32,313
5	31,235	4	31,538
4	30,201	3	30,504
3	29,168	2	29,472
2	28,134	1	28,438
1	27,100		

252 Auditor SO (MIIA or BATS)
 196 Auditor SO (MIIA or BATS) (SSA)

1st August 2008 pay scale		1st August 2009 pay scale	
Max	31,620	Max	31,620
9	31,161	8	31,431
8	30,701	7	30,971
7	30,242	6	30,512
6	29,553	5	29,823
5	28,864	4	29,134
4	27,945	3	28,215
3	27,027	2	27,297
2	26,108	1	26,378
1	25,189		

249 Auditor SO IT (MIIA and BATS)

1st August 2008 pay scale		1st August 2009 pay scale	
Max	35,520	Max	35,520
9	35,061	8	35,331
8	34,601	7	34,871
7	34,142	6	34,412
6	33,453	5	33,723
5	32,764	4	33,034
4	31,845	3	32,115
3	30,927	2	31,197
2	30,008	1	30,278
1	29,089		

257 Auditor SO IT (MIIA or BATS)

1st August 2008 pay scale		1st August 2009 pay scale	
Max	34,520	Max	34,520
9	34,061	8	34,331
8	33,601	7	33,871
7	33,142	6	33,412
6	32,453	5	32,723
5	31,764	4	32,034
4	30,845	3	31,115
3	29,927	2	30,197
2	29,008	1	29,278
1	28,089		

191 Auditor SO (MIIA and BATS)
 (SSA)
 254 Auditor SO (MIIA and BATS)

1st August 2008 pay scale		1st August 2009 pay scale	
Max	32,720	Max	32,720
9	32,261	8	32,531
8	31,801	7	32,071
7	31,342	6	31,612
6	30,653	5	30,923
5	29,964	4	30,234
4	29,045	3	29,315
3	28,127	2	28,397
2	27,208	1	27,478
1	26,289		

195 Staff Officer Accountant, Auditor (H&SS) (Accountant)
 199 Staff Officer Accountant (SSA)
 340 Staff Officer Accountant (CMED)

1st August 2008 pay scale		1st August 2009 pay scale	
Max	33,520	Max	33,520
9	33,061	8	33,331
8	32,601	7	32,871
7	32,142	6	32,412
6	31,453	5	31,723
5	30,764	4	31,034
4	29,845	3	30,115
3	28,927	2	29,197
2	28,008	1	28,278
1	27,089		

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 Advisor, Nutritional Associate

073 Senior Psychologist,

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 2008 pay scale		1st August 2009 pay scale	
Max	38,893	Max	38,893
9	38,268	8	38,538
8	37,643	7	37,913
7	37,018	6	37,288
6	36,080	5	36,350
5	35,143	4	35,413
4	33,893	3	34,163
3	32,643	2	32,913
2	31,393	1	31,663
1	30,142		

106 Senior Occupational Officer

1st August 2008 pay scale		1st August 2009 pay scale	
Max	38,893	Max	38,893
8	38,018	8	38,538
7	37,143	7	37,913
6	36,268	6	37,288
5	35,393	5	36,350
4	34,518	4	35,413
3	33,205	3	34,163
2	31,892	2	32,913
1	30,142	1	31,663

143 Inspector (H&S),

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

1st August 2008 pay scale		1st August 2009 pay scale	
Max	39,954	Max	39,954
9	39,303	8	39,573
8	38,473	7	38,743
7	37,832	6	38,102
6	36,870	5	37,140
5	35,908	4	36,178
4	34,626	3	34,896
3	33,343	2	33,613
2	32,061	1	32,331
1	30,142		

146 Curatorial Grade D+4 (DOE)

1st August 2008 pay scale		1st August 2009 pay scale	
Max	39,954	Max	39,954
9	39,303	8	39,573
8	38,473	7	38,743
7	37,832	6	38,102
6	36,870	5	37,140
5	35,908	4	36,178
4	34,626	3	34,896
3	33,343	2	33,613
2	32,061	1	32,331
1	30,142		

137 Forest Officer I

1st August 2008 pay scale		1st August 2009 pay scale	
Max	41,810	Max	41,810
9	41,138	8	41,428
8	40,466	7	40,756
7	39,794	6	40,085
6	38,786	5	39,076
5	37,779	4	38,069
4	36,435	3	36,725
3	35,091	2	35,381
2	33,747	1	34,038
1	32,403		

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

1st August 2008 pay scale		1st August 2009 pay scale	
Max	50,796	Max	50,796
9	50,013	8	50,283
8	49,229	7	49,499
7	48,445	6	48,715
6	47,269	5	47,539
5	46,094	4	46,364
4	44,526	3	44,796
3	42,958	2	43,228
2	41,391	1	41,661
1	39,823		

067 Divisional Veterinary Officer, Senior Veterinary Research Officer II

1st August 2008 pay scale		1st August 2009 pay scale	
Max	50,796	Max	50,796
8	49,699	8	50,283
7	48,601	7	49,499
6	47,504	6	48,715
5	46,407	5	47,539
4	45,310	4	46,364
3	43,664	3	44,796
2	42,018	2	43,228
1	39,823	1	41,661

099 Alkali Radiochemical Inspector

1st August 2008 pay scale		1st August 2009 pay scale	
max	59,694	Max	59,694
11	58,249	10	58,519
10	56,908	9	57,178
9	55,566	8	55,836
8	54,226	7	54,496
7	52,886	6	53,156
6	51,544	5	51,814
5	50,205	4	50,475
4	48,124	3	48,394
3	46,039	2	46,309
2	43,734	1	44,004
1	41,246		

055 Pollution Inspector

1st August 2008 pay scale		1st August 2009 pay scale	
max	59,694	Max	59,694
11	58,249	10	58,519
10	56,737	9	57,007
9	55,228	8	55,498
8	53,719	7	53,989
7	52,210	6	52,480
6	50,700	5	50,970
5	49,192	4	49,462
4	47,682	3	47,952
3	46,174	2	46,444
2	42,975	1	43,245
1	39,823		

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 2008 pay scale			1st August 2009 pay scale	
Max	62,407		Max	62,407
9	60,807		8	61,077
8	59,057		7	59,327
7	57,257		6	57,527
6	55,457		5	55,727
5	53,657		4	53,927
4	51,857		3	52,127
3	50,057		2	50,327
2	48,257		1	48,527
1	46,400			

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

Proficiency Class B £602

Proficiency Class A £902

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

Higher rate Skills Supplement £1,083

Phototypesetting & Composing Supplement £1,701

