

## Assembly Section

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Mr Shane McAteer  
Clerk  
Committee for Finance and Personnel  
Room 419  
Parliament Buildings  
Stormont

Our Ref: CFP133/11-15

27 June 2012

**Dear Shane,**

You wrote to me on 21 June enclosing correspondence received relating to the issue of NICS staff in the Executive Officer 2 grade earning less than some Administrative Officers. The Committee has requested an update on the comprehensive pay and grading review, how the EO2 position will be addressed and the effective date of the review.

The EO2 position is caused by overlapping pay scales at the AO/EO2 grades, created by the implementation of the equal pay settlement. Whilst the Minister appreciates that the situation is not ideal, and recognises the frustration of staff affected, overlapping pay scales have been a feature of the NICS pay structure for many years. In recognition of the position of EO2s, the pay and grading review, undertaken as part of the equal pay settlement, has prioritised the EO2 position and will seek to address such pay anomalies.

The Minister is currently considering proposals submitted by officials relating to the pay and grading review. The proposals concern a very significant issue which requires due consideration and it would not be appropriate to comment at this stage.

Finally, for the record, EO2s have not been unlawfully discriminated against in this regard.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "Norman", followed by a long horizontal flourish.

**NORMAN IRWIN**