

## **Public Services Commission (PSC)**

### **Annual Pay Settlement 2023-2024**

#### **Conditions of Payment**

The conditions applying to the annual pay settlement for 2023-24 are as follows:

1. With effect from 1 April 2023 the monthly rates of pay for all PSC Civil Service, Manual and Craft employees and all other staff of the Department of Education, Sport and Culture except teaching and lecturing staff as well as staff employed under New Terms for New Starters and Promotions (NTNSP) (and public service employees on analogous terms and conditions), subject to paragraph 5 below, shall be increased by **6.0%**. This will include all pay ranges, pay bands, points on the pay spine, the JESP pay ranges.
2. Where local agreements and allowances refer to 'payments being increased at the same percentage rate as the annual pay award', this amount will be **6.0%**.
3. There is no increase to obsolete allowances. (eg: Secretarial Skill Supplement, lapsed local agreements etc).
4. The payment will be taxable and subject to national insurance contributions and may be liable for superannuation contributions.
5. The implementation of this award requires that:
  - a. Employees who are employed by the PSC on the date that this agreement is signed by all parties will be paid at the new rate of pay with effect from 1 November 2023;
  - b. Employees who are employed by the PSC on the date that this agreement is signed by all parties will receive, by no later than November salaries, a retrospective payment proportionate to the calendar time and hours worked between 1 April 2023 and the 31 October 2023 to cover arrears of salary owed;
  - c. Any member of staff who has ceased employment with the PSC prior to the date that this agreement is signed by all parties is not entitled to receive any increase or arrears of pay from the pay award;
  - d. For any employee who has ceased employment with the PSC prior to the date that this agreement is signed by all parties, but where the leaving date has not been updated in PiP until after the November pay date, Payroll will communicate the overpayment to the employee and require repayment of arrears in full.
6. Employees who are to receive a payment under this award include those that since 1 April 2023 were in/on:
  - i. Full or Part Time employment
  - ii. LTA or Bank employment

- iii. Secondment (on PSC Terms & Conditions)
- iv. Paid:

- Maternity Leave
- Sick Leave
- Sabbaticals/Special Leave
- Suspension

- 7. Departments, Boards or Offices which have staff who are on pay and/or terms and conditions which are analogous to the Public Services Commission should ensure that employees in post on the date that this agreement is signed by all parties will be paid at the new rate of pay and that the retrospective payment to cover arrears of salary owed to those employees in post on the date that this agreement is signed by all parties is made by no later than November 2023.
- 8. Where employees have changed employing authority within the PSC since 1 April 2023, the appropriate arrears of pay will be paid by the current employing authority.

**Variation to Terms and Conditions**

In addition to the above the parties agree to:

- 9. The removal of the requirement for PSC employees engaged on NTNSP terms and conditions to utilise annual leave or flexi leave where their work places are closed on the privilege day. As a consequence all PSC employees will be entitled to the privilege day off with pay in addition to their annual leave entitlement.

**Signed for the Employers' Side**

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[Redacted Signature]  
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Secretary, Public Services Commission  
Date: 27th October 2023

**Signed for the Employees' Side**

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[Redacted Signature]  
.....  
Prospect  
Date: 27-10-2023

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[Redacted Signature]  
.....  
Unite, the Union  
Date: 27.10 - 2023

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