

From: 27 January 2023 10:12
Sent: Pengelly, Richard
To: CM: Northern Ireland Civil Service (NICS) Pay Dispute - Notice of Ballot on Industrial Action
Subject: DOJ (cg240102L).docx; NICS-ballot-24-Jan-23-a.pdf
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FOR INTERNAL NICS STAFF ONLY - If you have any concerns regarding the email please forward to spam@finance-ni.gov.uk.

Dear Mr Pengelly

Please see attached letter from NIPSA General Secretary, Carmel Gates and Sample Ballot referred to therein.

I should be grateful if you could acknowledge safe receipt of this correspondence.

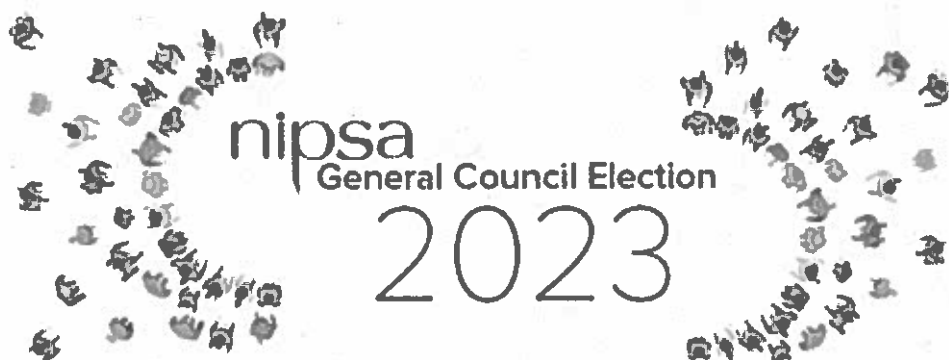
Regards

| Personal Secretary

NIPSA Headquarters | Harkin House | 54 Wellington Park | Belfast | BT9 6DP

✉ | ☎ Tel

Please note – a hardcopy of this correspondence has also been issued by post.



Use Your Vote

Closing date for return of completed voting paper.

2pm Tuesday 14 February

Mr Richard Pengelly
Permanent Secretary
Department of Justice
5th Floor, Block B
Castle Buildings
Stormont
BELFAST
BT4 3SG

27 January 2023

Dear Mr Pengelly

NORTHERN IRELAND CIVIL SERVICE (NICS) PAY DISPUTE – NOTICE OF BALLOT ON INDUSTRIAL ACTION

There is a dispute over the 2022/23 pay offer for all non-industrial staff employed by the Northern Ireland Civil Service Departments, their Agencies including those Non-Departmental Public Bodies (NDPBs) and bodies sponsored by NICS Departments covered by NICS pay and conditions. Consequently, NIPSA plans to ballot all members in NICS Departments, their Agencies, NDPBs and sponsored bodies covered by this dispute.

For the purposes of meeting the requirements of Article 105 of the Trade Union and Labour Relation (NI) Order, as amended by Schedule 3 of the Employment Relations (NI) Order 1999, we are therefore giving formal notice that:

- (a) NIPSA intends to hold a ballot on industrial action;
- (b) The opening date of the ballot will be 9 February 2023; and
- (c) The employees entitled to vote in the ballot are all categories of staff covered by this dispute who are members of NIPSA and employed in NICS Departments, their Agencies, NDPBs and sponsored bodies applying NICS pay and/or terms and conditions.

These employees pay their subscriptions to NIPSA through the check-off system and therefore you will be able to readily deduce the total number of employees concerned i.e. categories and the number in each; their workplace and the number in each.

A copy of the sample ballot paper, as required by Article 105(1) (b) of the 1995 Order is enclosed for your information.

Carmel Gates *General Secretary*

Headquarters
54 Wellington Park,
Belfast
BT9 6DP

Carmel Gates *Rúnaí Ginearálta*

Ceanncheathrú
54 Páirc Wellington,
Béal Feirste
BT9 6DP



This notice and sample ballot paper have been prepared in accordance with the Code of Practice published by the Department for the Economy.

Yours sincerely



CARMEL GATES
General Secretary

Enc



NI Civil Service Pay Ballot Paper

Dispute over NICS pay for NI Civil Service Departments, their Agencies, related NDPBs and sponsored bodies including all matters arising out of and in consequence of the dispute.

Are you prepared to take part in industrial action consisting of a strike?

Place a cross (x) in the box of your choice below

Yes

No

Are you prepared to take part in industrial action short of a strike?

Place a cross (x) in the box of your choice below

Yes

No

Your union intends the following to have authority to make the call for industrial action to which the ballot relates: NIPSA intends that industrial action by a member of the union shall only be authorised or endorsed by the union when it has been so approved by the General Council, or by the Disputes Committee acting under delegated powers.

If your vote is to count, this voting paper must be returned to the Independent Scrutineer Civic Election Services (formerly Electoral Reform Services), The Election Centre, 33 Clarendon Road, LONDON N8 0NW, no later than 2.00 p.m. on Thursday 2 March 2023. Please use the enclosed pre-paid envelope provided for this purpose.

The law requires NIPSA to ensure that your vote is accurately and fairly counted and that you are able to vote without interference from the union or any of its members, officers or employees and as far as is reasonably practicable in secret.

If you take part in a strike or other industrial action, you may be in breach of your contract of employment. However, if you are dismissed for taking part in a strike or other industrial action which is called officially and is otherwise lawful, the dismissal will be unfair if it takes place fewer than twelve weeks after you started taking part in the action and depending on the circumstances may be unfair if it takes place later.

Please return your completed ballot paper *immediately* in the pre-paid envelope provided.

cscg-ballot-24-Jan-23-a

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Protecting Public Services
Supporting Public Servants

Ag Cosaint Seirbhísí Poiblí
Ag Tacú le Seirbhísigh Phoiblí