

## Cost of Living Payment

**1. The number of staff who received the COL payment.**

To date 3,067 employees have received a cost of living payment (404 agency workers have also received payment).

**2. The number of staff who did not receive the COL payment.**

As at the end of August, 62 employees did not receive a cost of living payment.

**3. The reasons why staff did not receive the COL payment.**

COL payment was only provided to employees and agency workers on regular assignment with the Housing Executive during the period April 2022- March 2023.

**4. The original policy outlining the terms and conditions for receiving the COL payment and the process for paying this to staff.**

- The payment principles agreed by the Executive Team are detailed below.
- Employees received payment with their normal salary.
- Agency workers who then became employees during the eligible period were also paid by the Housing Executive with their normal salary.
- Agency workers were paid directly by their agency.

The basic premise is that full payment is provided to those who worked full time (37 hour) for the Housing Executive from 1 April 22 to 31 March 23. The following table clarifies how this main principle is applied in different situations.

<b>Eligibility</b>	<p>Employees and agency workers on regular assignment with the Housing Executive during the period April 22- March 23.</p> <p>Full payment is provided to those who have a full time (37 hour) contract and who worked for the Housing Executive from 1 April 22 to 31 March 23.</p> <p>NOTE: employees/agency commencing after 31 March 23 are not eligible as this is a one off payment relating to 22/23 financial year. Leavers who worked during the year</p>
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	would be eligible and payment will be subject to a written request being received.
<b><i>Pro-Rata Entitlements</i></b>	Payment will be pro-rata in accordance with: <ul style="list-style-type: none"> <li>• Substantive grade (as opposed to temporary/acting up)</li> <li>• Contractual Hours</li> <li>• Employment/agency assignment dates during the year (note there is no minimum service requirement).</li> </ul>
<b><i>Industrial Action</i></b>	Individuals taking part in strike action will receive the full payment in line with the conditions outlined for all other employees/agency workers.
<b><i>Acting Up</i></b>	Payments are based on substantive contracts as opposed to the grade acting into e.g. if you are a Level 5 acting up to a Level 6 you will receive £1,600 plus the additional £400.
<b><i>Retirements</i></b>	Payments are based on your contractual position during the year 1 April 22 to 31 March 23. Retirements in year would be eligible for a pro-rata payment.
<b><i>Secondments</i></b>	Normally those seconded to NIHE and paid on our terms and conditions will be eligible on same basis as all other employees/workers. Those seconded out are not eligible for the period they are not working for NIHE. These may be case specific and should be confirmed with the senior HRBP.
<b><i>Career Break</i></b>	Anyone on career break during 22/23, and therefore not working for the Housing Executive, will not receive the payment (may be a pro-rata entitlement if working for NIHE part of the year).
<b><i>Part year agency and part employee</i></b>	Eligible for payment on the same basis as others (subject to no break in continuity from agency to NIHE appointment date) and the Housing Executive would provide the payment directly to the individual for the entire period of eligibility.
<b><i>Appeals</i></b>	This pay deal was reached as a Joint Agreement between the Housing Executive, NIPSA and UNITE and there is no appeal.