



JTU10-2021

7 May 2021

UNIONS SUBMIT 3 YEAR PAY CLAIM FOR NPS MEMBERS

Napo, UNISON and GMB/SCOOP have submitted the following 3 year pay claim for members in NPS.

- **A three-year award to cover the 2021, 2022 and 2023 pay years**
- **An increase in the value of all pay points above the Retail Prices Index (RPI) of inflation on 1 April 2021, 1 April 2022 and 1 April 2023**
- **An increase in the value of all NPS allowances above the Retail Prices Index (RPI) of inflation on 1 April 2021, 1 April 2022 and 1 April 2023**
- **Shorter Pay Bands to allow staff to reach the top of Pay Band in a shorter time**
- **Removal of Pay Band Overlaps**

EXPLAINING THE CLAIM

1. A three year pay award would:

- a. Give members certainty about their salaries in the medium term
- b. Ensure that increments were actually paid on time on 1 April in years 2 and 3 of the award. The NPS has confirmed that pay progression will happen automatically with effect from 1 April this year, with the same expected on 1 April 2022, because the Competency Based Pay Framework does not impact on the award of increments until 1 April 2023. As members would expect, we

are pressing NPS for payment of the pay progression due from April 2021, but as usual we await clearance by the Treasury.

- c. Free up time for the unions to deal with the many issues which are going to come out of the probation unification programme.

2. **NPS staff need a real increase in the value of their pay points, in addition to pay progression.** There has not been an actual increase in the value of probation pay points since 2013, as the following table comparing probation pay increases with increases for other public sector workers shows.

	Probation	Police Staff	Local Government	Health
2010	0%	2.58%	0%	0%
2011	0%	0%	0%	0%
2012	0%	0%	0%	0%
2013	1%	1%	1%	1%
2014	0%	1.1%	1.1%	0%
2015	0%	1.1%	1.1%	1%
2016	0%	1%	1%	1%
2017	0%	1%	1%	1%
2018	0%	2%	2%	3%
2019	0%	2.5%	2%	1.7%
2020	0%	2.5%	2.75%	1.67%
TOTAL	1%	15.6%	12.6%	10.8%

So, over the last eight years the value of NPS pay points has gone up only 1%. When compared with police, local government and health workers, it is clear that probation staff have been particularly badly treated.

3. **Since the NPS was created in 2014, there has been no increase in the value of any of the following NPS allowances.**

- Prison Supplement: £675
- Standby Allowance: £42.16
- London Weighting: £3889
- Market Forces Supplements: £3,016/£1771/£1,101

To demonstrate just how far these allowances have declined relative to RPI inflation, here is what they would be worth now if they had been increased by the 35.6% inflation rate between 2010 and 2020:

- Prison Supplement: £915
- Standby Allowance: £57.17
- London Weighting: £5273
- Market Forces Supplements: £4090/£2402/£1493

4. The unions have been successful in previous pay claims in reducing the length of NPS pay bands to allow members to progress to the top of their pay bands quicker. We aim to build on this success by seeking to further shorten the pay bands.

5. Many of the NPS pay bands overlap each other so that someone at the top of one pay band earns more than someone at the bottom of the pay band above. The unions want all these overlaps removed, as they are bad for morale and potentially discriminatory.