

Date: 07/05/2021

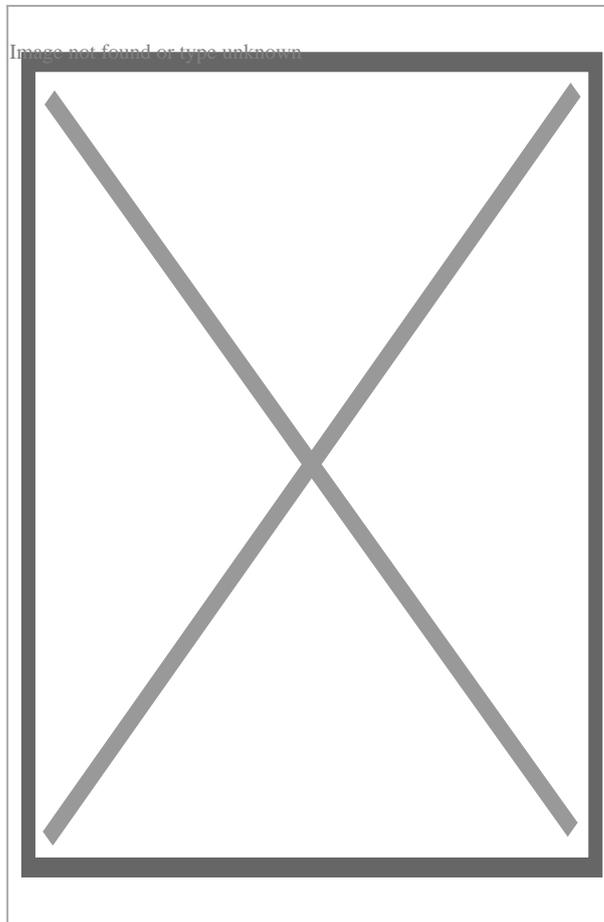
Joint Union Pay Claim 2021 Submission

The joint unions for probation have submitted their pay claim to the employer.

In brief, the claim includes:

- **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**

?Read the claim in full below (pdf):



Date: 29/04/2021

Pay

Following lengthy discussions, the April 2020 pay award was settled. This was effectively the pay progression award agreed as part of the 2018 pay deal. It also included a 2% non-consolidated payment to those at the top of their pay scale. Additionally, small reward bonuses were paid to some specific roles in Pay Bands 1 to 5. The bottom pay point was removed from each Pay Band.

These arrangements were back-dated to April 20. It was also agreed that those on Pay Band 1 should be assimilated onto Pay Band 2 and that no-one transferring in from the CRCs in June will do so on Pay Band 1. The negotiations on this last agreement are continuing.

The prospects for the pay deal for April 21 will be challenging. Clearly the Chancellor's statement about a pay freeze will impact on negotiation efforts. However, we have been assured that the pay progression which is part of the 2018 pay deal will be honoured. The unions will be submitting a pay claim for a three-year deal.

Competency Pay Framework (CBF)

Extensive discussions have taken place with the unions since October about the arrangements for the implementation of CBF which again was part of the pay modernisation introduced in the pay deal of 2018. It has been agreed that the current year (April 21 to Mar 22) will be an introductory year and will not affect pay progression in April 22. April 22 to March 23 will be the first year where CBF will be used to assess each employee's appropriateness to progress to the next pay point in the relevant Pay Band.

It is intended for the year 21-22 to be used to trial the CBF so that everyone is familiar with the process and to distinguish it from the SPDR process and its successor). It will also be used to identify issues with the process that can be resolved before the scheme becomes operative in April 22 for progression in April 23. The employers held a launch event on April 8th for NPS and CRC staff. This has been recorded and is available for anyone who may have missed it.

Amalgamation Arrangements

The process for placing ACOs in the new Head of Probation Delivery Units (PDUs) is reaching its latter stages. The process for competitive interviews for PDUs with more than one applicant has taken place. The vacant PDU Heads roles will be/have been advertised.

As members may be aware the roles of Head of UPW and Head of Programmes were evaluated at Pay Band A. However, as a result of union representation it has been agreed to review the Job Descriptions for these two roles with a view to a re-evaluation of the Pay Band. This is currently on-going.

The unions have also been supporting those affected by the proposals for the DSOU's in the amalgamated service, pointing out the significant risk to the delivery of these programmes contained within these proposals:

Other Areas of Involvement

- i. Twice weekly recovery meetings
- ii. Equality and Diversity Strategy
- iii. Court work
- iv. Pay Reform
- v. Approved Premises

Finally, the unions met with the new Minister, Alex Chalk, via Teams on April 22nd. This was an encouraging first encounter and as a former practising criminal barrister he is familiar with the CJ system.

Previous National Bulletins



PROBATION STAFF AND COVID19 - JOINT UNION STATEMENT

Date: 22/05/2020

GMB/SCOOP (Senior and Chief Officers of Probation) and other probation unions, **NAPO**, **UNISON** are working together to protect Black/BAME members in the National Probation Service (NPS) and in the 21 Community Rehabilitation Companies (CRCs) in relation to the increased risk from Covid19 affecting members of Black/BAME communities in the UK.

EVIDENCE OF INCREASED RISK TO BLACK/BAME COMMUNITIES

NHS England confirmed on 7 May 2020* that members of Black/BAME communities are among those groups who are clinically vulnerable to Covid19. They stated:

'We now know there is evidence of disproportionate mortality and morbidity amongst black, asian and minority ethnic (BAME) people, including our NHS staff, who have contracted COVID-19.'

The NHS has subsequently issued detailed guidance for NHS employers to undertake specific risk assessments of the vulnerability of Black/BAME staff to Covid19 and appropriate action to reduce exposure to, and the risk from, Covid19 for Black/BAME staff.

The police service has quickly adopted the same approach for police officers and police staff.

We therefore demand that HMPPS takes similar action now!

In a recent meeting with senior HMPPS officials, GMB/SCOOP called on the NPS and CRCs to proactively respond to the NHS statement, and follow the NHS risk assessment programme to protect Black/BAME probation staff. We made clear that we expect them to adopt the same approach.

We do not believe that there is time to wait for further research on the risk of Covid19 to Black/BAME communities, which Public Health England is due to publish in a few weeks time.

We need action now to protect our Black/BAME members!

RAISE YOUR CONCERNS WITH HMPPS!

REFERENCES:

***NHS Statement on Increased Risk of Covid19 to Black communities:**

***NHS Risk Assessment Framework for Black staff in relation to Covid19:**

