

PROBATION PAY

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Campaigning for a fair deal for probation staff

25 January 2016

2015 PROBATION PAY BULLETIN No.1

UNIONS SUBMIT PAY CLAIM FOR 2015

Following consultation with UNISON NPS and CRC members in November 2015, our members voted decisively to end the industrial action strategy over the 2014 pay dispute and seek immediate payment of the 2015 increments for all NPS and CRC staff entitled to such an increment.

This has now been agreed as part of the joint union pay claim to the National Negotiating Council (NNC) for 2015. The NNC continues to set the pay and conditions of both NPS and CRC staff, as set out in the 2014 NNC Staff Transfer and Protections agreement. Whatever is agreed as a result of the pay claim will apply to all NPS and CRC staff.

In summary the claim is for:

- **3% increase on all NNC pay points, backdated to 1 April 2015**
- **Immediate payment of the contractual increments to which NPS and CRC staff are entitled for 2015/16, backdated to 1 April 2015 (including appropriate premium pay back pay)**
- **Backdating to take into account premium pay earnings and all other salary related allowances**
- **3% increase in all relevant NNC and NPS allowances, backdated to 1 April 2015**
- **Further negotiation on the allocation of any money left over once the above have been paid**

The NNC and NPS allowances which would attract the 3% uplift are set out at Appendix A and Appendix B. These allowances were routinely up-rated in line with the percentage increase in salaries up to and including the 2013 pay award. When the 2014 pay award was imposed by NPS and the CRCs last summer, they refused to up rate the allowances, so members have missed out on these increases over the last 12 months. The pay claim seeks to re-establish this important link between pay rises and increases in allowances, because otherwise the value of allowances will be gradually eroded by inflation year on year.

NNC PAY AND ALLOWANCES CARD (with effect from 1 July 2013)**1. Standby and Sleeping-in Duty Allowances**

Standby:	£42.16
Sleeping In Duty:	£39.63

2. Subsistence Expenses – Maximum Levels

Breakfast	£ 6.46
Lunch	£ 8.90
Tea	£ 3.50
Evening Meal	£11.06

3. Out of Pocket Expenses

Per Night	£ 4.25
Normal weekly maximum	£17.03

4. Relocation

(Operative Date 1 April 2013)

Lodging - Para 6b (ii)	£132.09
Advertising Costs – Para 6b(iii)	£326.32
Tenancy Costs – Para 6b (iii)	£394.77
Disturbance/ Settling in – Para 6b (iv)	£1945.72

5. Prison Supplement - £675 per annum**6. London Weighting - £3889 per annum****7. Out of Pocket Expenses - £4.25 per night / £17.03 per week****NPS SUBSISTENCE RATES AND ASSOCIATED ALLOWANCES**

- **Additional Overnight Allowance** £26.00
- **Day Subsistence**
 - Over 5 Hours £4.25
 - Over 10 Hours £9.30
 - Over 12 Hours £13.55
- **Out of Pocket Expenses** £5.00 per night