



NPS UPDATE

Bringing you the latest updates about UNISON's work on behalf of members in the National Probation Service

EX-CAPITA ENFORCEMENT OFFICER HARMONISATION

UNISON understands that all ex-Capita enforcement officers have now received a letter from NPS setting out the terms being offered to you to harmonise your former Capita pay and conditions onto full NPS pay and conditions.

UNISON has not agreed to the letter, as the e-mail you have received states, and we have some questions in relation to the

harmonisation offer which we are exploring with the NPS.

Overall, it is likely that most ex-Capita enforcement officers will be better off in the long term by harmonising onto NPS pay and conditions, as this will give you access to the faster pay progression arrangements which were agreed last year as part of the NPS pay modernisation programme.

UNISON HELPS IMPROVE HARMONISATION OFFER

As a result of UNISON's intervention, the NPS agreed, as part of the harmonisation offer, to pay back-dated pay awards of 1%

per year to ex-Capita staff for 2015, 2016 and 2017. Originally, the intention had been to pay only for 2016 and 2017.

QUESTIONS ABOUT THE HARMONISATION OFFER

UNISON has asked the following questions of NPS in relation to the harmonisation offer letter:

- If ex-Capita enforcement officers were put on an NPS salary as a result of E3 prior to 1 April 2018 are they entitled to additional incremental progression on their notional NPS salary?
- Why does the letter state that back pay will be offset by the recovery of mark time pay protection?



UNISON ADVICE

The offer to harmonise onto NPS pay and conditions is not time limited. The offer will therefore not expire if you do not respond by the initial deadline of 7 February. Forms received later than this date will just be processed in March.

Whilst UNISON gets answers to our ques-

tions, we therefore advise you to not return your harmonisation form at this time. We will update you shortly.

If you have any other questions on the offer and its impact on you, please contact:

Ben Priestley, National Officer, UNISON:

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We are stronger together. If you are reading this as an enforcement officer who is a non-union member now is the time to join UNISON. Please contact your local UNISON steward or branch for details on how to join, or use the contact details above to join by phone or online.

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