**May** **2019**

**NPS** **UPDATE** **Bringing** **you** **the** **latest** **updates** **about** **UNISON’s** **work**

**on** **behalf** **of** **members** **in** **the** **National** **Probation** **Service**

**COMPETENCE-BASED** **PAY**

Currently the pay progression up your pay band is still automatic and you don’t have to jump through any hoops to get it. But all this is set to change in two year’s time.

UNISON is part of a joint NPS/Trade Union Working Party which is now meeting for four days a month to design the Competency Based Framework (CBF) which will determine the pay progression arrangements for NPS staff from 1 April 2021. The two year pay modernisation pay deal, which members voted to accept last autumn, will bring in these new competency based pay progression arrangements as follows.

Under the current arrangements, on 1 April 2019 all NPS staff who were not at the top of their pay band got automatic pay progression to the next highest pay point in their revised pay band. The pay bands are getting shorter and so the value of the pay point steps is get-ting greater, which is a major benefit to members. If you are not already at the top of your pay band you will have seen the in-crease in your April salary. There will also be automatic pay progression up your pay band on 1 April 2020, subject to the NPS getting the funding from the Treasury.

But during the 12 months between 1 April 2020 and 31 March 2021 a Competency Based Framework will be implemented which staff will have 12 months to understand and

comply with. Prior to 1 April 2021 you will be

assessed, most likely by your line manager, on whether you meet the competency re-quirements for your job. From 1 April 2021 your pay progression will be linked to this assessment and will no longer be automatic. This will be a major change in the way that probation staff are paid, so we need to get it right.

UNISON’s job is to ensure that the Compe-tency Based Framework on which your pay progression will be determined in two year’s time is fair, equality proofed, easy to under-stand, simple to operate and with the neces-sary appeal procedures. More information will follow as the discussions between the

unions and the NPS continue.

**E3** **JOB** **DESCRIPTION** **REVIEWS**

As previously advised, UNISON has formally requested that the NPS carries out the post-6 -months-in-operation reviews of the following revised job descriptions which were intro-duced as part of E3:

AP Residential Workers: current pay band 2

the AP Residential Worker job description. UNISON will shortly contact all AP Residen-tial Worker members with an invitation for members to feed back evidence of changes

to their job description.

Business Managers: current pay band 4

Enforcement Officers: current pay band 3

Victim Liaison Officers: current pay band 3

Visor Administrators: current pay band 2

The NPS has responded to the request for the review by asking for evidence from the unions as to the changes in the job descrip-tions since E3 which would justify the reviews.

UNISON is beginning this work by looking at each job in turn and we will be starting with

**NEW** **TASKS** **IN** **APs**

**MINIMUM** **HOURS** **CONTRACTS**

The NPS has been piloting a Minimum Hours ments with the new minimum hours Contract to replace sessional work in contract.

Approved Premises and other NPS functions. The pilot took place in the South East Division. NPS plans to roll out the minimum hours contract in all Divisions with effect from May this year. The NPS wants to

replace all existing sessional work arrange-

The contract provides for a minimum of 7.4 hours/month of work, or in other words 12 days/year. UNISON is asking for formal details of the evaluation which the NPS has undertaken of the operation of the new

contracts.

**HOLIDAY** **PAY—BACK** **PAY** **OVERPAYMENT**

As previously advised, following pressure from UNISON, the NPS has now complied with its legal duty to pay staff for regular, non-contractual overtime and similar, during the four weeks of statutory leave provided for under the UK Working Time Regulations.

Unfortunately, SSCL has struggled to

implement the changes to pay and has over-paid some AP staff.

This means that staff will be asked to enter into agreements to repay the overpayments. If members are experiencing difficulties with the repayment requests, please contact your

UNISON representative in the first place.

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**JOIN** **UNISON**

**Decent** **pay** **and** **conditions** **don’t** **happen** **by** **accident.** **They** **are** **the** **result** **of** **trade** **unions** **negotiating** **better** **deals** **for** **their** **members.** **So** **if** **you** **are** **not** **already** **a** **member** **of** **a** **trade** **union** **in** **the** **NPS,** **join** **UNISON** **now** **to** **help** **campaign** **for** **better** **pay** **and** **conditions** **and** **to** **add** **your** **voice** **to** **our** **‘Let’s** **Fix** **Probation’** **campaign.**