

Have your say on pay



October 2018

Dear UNISON NPS member,

Have your say on the NPS pay offer

I am writing to tell you about proposals which could make big changes to the way you are paid. These proposals are the result of negotiations between UNISON, the other probation unions and the NPS and now we need to know what you think.

The offer has some major financial benefits for staff, but also some significant risks for pay in the years ahead. That's why UNISON is putting the offer to you without any recommendation on how you should vote. Instead, we are pointing out the pros and cons of the offer for you to consider before making your decision.

This is a two year pay offer, with a link to a third year which is not yet funded. Year one of the offer covers the current pay year of 2018/19. Year two covers 2019/20 and year three, which is linked to the offer, covers 2020/21. All pay years begin on 1 April.

Before we ask you to vote, I wanted to outline UNISON's assessment of the pros and cons of the pay offer.

Pros

- Staff would receive individual pay awards of between 6 -14% over two years, plus a one-off payment in year one of £300.
- The number of pay points in each pay band would reduce from an average of 23 to just six.
- The majority of existing staff would move significantly towards the top of their pay band by year two of the offer. These moves would be automatic.
- In year three (2020/21) staff would automatically move further up their pay band to the next highest pay point, as long as NPS gets the necessary Treasury funding (See cons below).
- Subject to a new Competency-Based Pay Progression Framework, staff could expect in future to move to the top of their pay band in no more than five years, as long as NPS gets the necessary Treasury funding. (See cons below)
- All pay bands get a 3% increase in the value of the top pay point over the two years of the offer. The top of pay band 6 gets a 4% increase over the same time.
- Pay bands 1, 2, 3 and 5 all see an increase in their bottom pay point over the two years of the offer.

Cons

- After year three, the offer would remove the entitlement of NPS staff to automatic annual pay progression and replace it with a Competency Based Pay Progression Framework (CBPPF). Under this system pay progression would be conditional on staff competence.

Continued overleaf

- The terms of the CBPPF are, as yet, unknown.
- If the CBPPF is not agreed between NPS and the unions by 31 March 2020, there are two possible outcomes:
 - o the pay offer says that NPS can implement the CBPPF without union agreement
 - o without a CBPPF in place, staff get no pay progression.
- There is a risk that the NPS fails to secure sufficient funding from the Treasury to pay for automatic pay progression in year three, or for the CBPPF linked pay progression going forward from 2021.
- The NPS Detached Duty Scheme, which is part of the offer, will provide NPS with the ability to “instruct staff to take up a detached duty posting when there are overriding business needs and all avenues have been exhausted”. This covers mainly Band 4 probation officers and Band 5 senior probation officers.
- The offer does not address London, or South East, weighting.

What you should do now

Find out more about the pay offer.

- visit www.unison.org.uk/npspay18
- try to go along to any UNISON pay briefings where you work – contact your branch/rep
- attend the NPS pay briefings and read the NPS information on the offer.

Then tell us what you think. Included with this letter is a ballot paper. Please complete it and send it back in the pre-paid envelope. **The ballot closes at 5pm Thursday 8 November**, so make sure you allow enough time for your ballot paper to reach us.

If the pay offer is accepted by members of all three probation unions, the NPS has confirmed that, for the majority of staff, the pay increase will be in your November pay packet.

Yours sincerely,



Ben Priestley

National officer, UNISON

PS – Don't forget, the ballot closes at

5pm on Thursday 8 November.

Please use your vote, don't let others decide for you.

It's your pay and your decision.

We'd like to take this opportunity to remind you that if we have the correct contact details for you it's easier for us to keep you updated about important issues like pay. It only takes a minute to update your information at unison.org.uk/my-unison.