**Pay Bulletin - July 2019**

**Napo and UNISON Sodexo CRCs Pay Bulletin**

Napo and UNISON submitted a Joint Pay Claim to Sodexo in March 2019. The pay claim sought pay parity with the National Probation Service from 1 April 2019 with a minimum increase for all staff of at least 3 %. NPS Staff received a minimum 3% pay increase in both April 2018 and April 2019 as part of a pay reform package, with many NPS staff receiving significantly larger increases.

A series of negotiating meetings have taken place since the claim was submitted. These meetings adopted a constructive approach, and while the final offer does fall short of the claim, Napo and UNISON both feel able to recommend this offer as the best that can be achieved by negotiation.

The offer covers all six Sodexo CRCs and provides for significant pay reform of both the NNC and SCCOG pay Bands.

**NNC**

Bands 2, 3 and 4 will be reduced from 20 pay points to 15 pay points from 1 April 2019 and to 7 points from 1 April 2020

Band 5 will be reduced from 14 pay points to 10 pay points from 1 April 2019 and to 5 points from 1 April 2020

Band 6 will be reduced from 19 pay points to 15 pay points from 1 April 2019 and to 7 points from 1 April 2020

**SCCOG**

Band A will be reduced from 22 pay points to 19 pay points from April 2019 and to 7 pay points from April 2020

Band B will be reduced from 25 pay points to 10 pay points from April 2019 and to 6 pay points from April 2020

Band C will be reduced from 25 pay points to 12 pay points from April 2019 and to 8 pay points from April 2020

Band D will be reduced from 28 pay points to 11 pay points from April 2019 and to 8 pay points from April 2020

These changes will significantly reduce the time to progress through each pay band and the value of progression will be larger than in the current structure. As a result Sodexo want to introduce a way of linking progression to competence in a role. Napo and UNISON have made a commitment to enter into negotiations on the introduction of a competency based pay progression framework.

Members can see the new pay scales by clicking here: New NNC/SCCOG Pay Scales

The offer provides that all staff will receive an increase of 2% from 1 April 2019 as a result of moving to a new pay point or through an unconsolidated payment or a combination of the two.

There is also a commitment from Sodexo to enter into negotiations for a cost of living increase from April 2020.

**Both Trade Unions are now recommending acceptance of the offer but if you wish to reject the offer please indicate your willingness to take industrial action to seek to improve the offer. The Consultation process will start on or around 29 July and close at 5 PM on 23 August.**