

PROBATION PAY

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Campaigning for a fair deal for probation staff

8 April 2015

Probation Pay Bulletin No. 7

UNISON TO BALLOT YOU FOR INDUSTRIAL ACTION

As reported in February, in the last UNISON pay bulletin, 96% of UNISON members voting in the consultation over the 0% pay offer for 2014 from NOMS voted to reject the 'offer' and indicated their willingness to take industrial action to seek to improve it. As a result, UNISON's Probation Committee has now obtained permission from the union to ballot you for industrial action. This is with the aim of bringing the employers back to the negotiating table and improving the scandalous 0% pay offer.

WHY YOU SHOULD VOTE YES FOR INDUSTRIAL ACTION

We will be balloting members in both the NPS and the CRCs. The timetable for the ballot has yet to be formally confirmed, but it will be announced shortly. UNISON is recommending that you vote YES for industrial action, because:

- Unless we challenge the NOMS approach to pay for last year, the same is likely to happen again this year.
- Can you afford not to get a pay rise this year as well?
- Your pay rise for 2015 was due on 1 April, and yet NOMS has still to confirm the full and final offer for 2014!
- UNISON believes that the way you are being treated this year is the start of an attack on the terms and conditions which you brought with you into the NPS/CRC from your Probation Trust
- If we do not oppose this attack on your terms and conditions now, NPS and the CRCs will see this as a green light to worsen other terms and conditions.

The fantastic result to our pay consultation ballot shows that UNISON members are ready to stand up for their rights at work. Vote YES for industrial action.

It's no surprise that members have rejected an offer that is worth nothing:

- The decision to deny probation staff a 1% pay rise for 2014 was a political decision, by MOJ ministers, because we got a 1% pay rise in 2013 and nothing has changed in government pay policy since 2013

- If ministers signed off a 1% pay rise for you last year, why have they refused to do so again this year?
- If, as we suspect, ministers did make this decision it is an affront to all probation staff who have been put through the mill over the last 12 months to deliver the government's misguided Transforming Rehabilitation programme
- 0% is a slap in the face at the very time when NOMS should be supporting its staff through the trauma of TR

Following the UNISON consultation on pay in February, the three probation unions met with Michael Spurr, NOMS CEO, to ask him to invite the Justice Secretary to re-consider his decision to offer probation staff 0% for their 2014 pay rise. UNISON told Michael Spurr of the strength of feeling expressed by our members in the pay consultation.

Unfortunately, Michael Spurr responded to the three unions on 18 February with the very disappointing news that the Justice Secretary was not prepared to re-visit his decision.

In the meantime, NPS informed its staff that '...negotiations on the totality of the 2014/15 pay award have not yet concluded...' The Employers have now presented the following full and final offer:

A non-consolidated and non-pensionable lump sum payment of £340 gross to eligible staff. Staff eligible will be those on the maximum of their pay band range on 31 March 2014 and in post on 31 March 2015. Payment will be pro rata to an individual's contracted hours.

UNISON's Probation Committee noted this further proposal, but agreed that it did not change the overall position of the 0% pay offer.

PAY CLAIM 2015

UNISON's Probation Committee will be consulting you shortly on what should go into our 2015 pay claim. We would really like to resolve 2014 first!!

Decent pay and conditions do not happen by accident and they cannot be taken for granted. The terms and conditions which you brought with you into the NPS, or a CRC, in June last year are worth defending; they are the result of many years of patient negotiation.

If you are not already a member of a trade union, UNISON encourages you to join us now to help defend your pay and conditions going into a very uncertain future.

Call FREE on 0800 171 2193 or visit www.joinunison.org

Reasons to join UNISON

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on weekdays and
4pm on Saturday



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