



Probation Service Update #2

21 February 2022

# ATTENTION ALL PQIPS

## WERE YOU APPOINTED BETWEEN 1 OCTOBER 2020 AND 31 MARCH 2021?

### IF YES, YOU ARE PROBABLY SUFFERING AN UNLAWFUL DEDUCTION OF WAGES BY THE PROBATION SERVICE

As previously advised by UNISON, we believe that the National Probation Service, and its successor, the Probation Service, has breached the contracts of staff appointed, promoted or regraded between 1 October and 31 March, by denying them their first increment on the 6-month anniversary of their appointment, promotion or regrading.

UNISON is canvassing all members in this group to come forward to register a grievance and submit a case form to your UNISON branch to see if they are eligible to bring a claim for unlawful deduction of wages against the Probation Service.

**One group of staff is particularly affected by this contractual breach, namely the 687 staff, mainly PQIPs, who were appointed by the NPS between 1 October 2020 and 31 March 2021.**

UNISON believes that all these staff were denied their contractual right to an increment on the 6-month anniversary of their appointment. As a result, the NPS, and now the Probation Service, is most likely unlawfully deducting money from the salaries of these 687 staff.

We have been trying to persuade the Probation Service to honour this contractual obligation for the last 12 months, but the employer has refused to accept liability. UNISON has therefore been forced to go down the legal route to protect our members' interests.

**UNISON MEMBERS VISIT [www.unison.org.uk/probclaim](http://www.unison.org.uk/probclaim) TO FIND OUT ABOUT HOW TO REGISTER A GRIEVANCE AND SUBMIT A UNISON CASE FORM TO SEE IF YOU ARE ELIGIBLE TO BRING AN UNLAWFUL DEDUCTION OF WAGES CLAIM AGAINST THE PROBATION SERVICE.**

**STRICT TIME LIMITS APPLY TO ANY CLAIMS.  
YOU MUST REGISTER YOUR GRIEVANCE AND SUBMIT YOUR  
CASE FORM BY NO LATER THAN FRIDAY 4TH MARCH.**



## JOIN



## NOW

If you are not already a trade union member, Join UNISON now find out if you are eligible to make a claim.

**Visit: [joinunison.org](http://joinunison.org) or call FREE on 0800 171 2193**

When joining, please state "Probation Service" as your employer.