



PROBATION SERVICE UPDATE

HAVE YOUR SAY ON 2022 PAY CLAIM

All UNISON Probation Service members are invited to have your say on the content of our pay claim for this year.

The value of probation pay has declined disastrously since 2010. This is having a major impact on the purchasing power of your salary. It is also creating staffing shortages, and workload pressures, because staff are leaving for better paid work elsewhere.

PROBATION PAY THE FACTS

- The retail prices index of inflation in January 2022 was 7.8%
- Gas and fuel prices are expected to increase by 50% this spring
- National insurance contributions are going up by 1.25% from April
- The cost of living is rocketing, yet the value of Probation pay has risen by only 1% in the last 12 years.
- Allowances like the prison allowance, market forces supplements and London weighting have also only gone up by 1% during this time.
- Last year, the government froze your pay again.

YOUR INCREMENT IS NOT A PAY RISE

Don't confuse the increment you receive in April, if you are not at the top of your pay band, for a pay rise. It is a contractual entitlement. And 25% of Probation Service staff are at the top of their pay band and get no increment anyway.

The reality is that the value of the pay points in your pay band have only gone up 1% in the last 12 years. That's why probation staff need a proper pay rise this year and for the following two years.

THREE YEAR PAY CLAIM

UNISON's Probation Committee is recommending the following claim, which if agreed by members, will go forward for discussion with our sister trade unions Napo and GMB/SCOOP. The three unions will then decide what joint claim to submit to the Probation Service.

Because the value of your pay has fallen so far over the last 12 years, UNISON is recommending that we submit a three year pay claim with the following elements:

- **A three-year award to cover the 2022, 2023 and 2024 pay years**
- **An increase in the value of all pay points of 4% above the Retail Prices Index (RPI) of inflation on 1 April 2022, 1 April 2023 and 1 April 2024**

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- An increase in the value of all NPS cash amount allowances of 4% above the Retail Prices Index (RPI) of inflation on 1 April 2021, 1 April 2022 and 1 April 2023
- Shorter Pay Bands to allow staff to reach the top of Pay Band in a shorter time
- Removal of Pay Band Overlaps

HAVE YOUR SAY ON PAY

Your UNISON branch will be consulting you on whether you support the proposed pay claim.

Please take part to have your say on pay.



JOINT UNION PAY MEETING

UNISON, Napo and GMB/SCOOP are organising monthly pay meetings for members to come along and hear the latest about what the unions are doing to improve pay for probation workers. The meetings take place at lunchtime on the second Friday of each month.

The next joint union pay meeting takes place on Friday 11 March, 12.30 – 13.30.

[CLICK HERE](#) to join the meeting



Good pay and conditions don't happen by accident. They are the result of workers joining trade unions and campaigning for a better deal

If you are not already a trade union member

JOIN UNISON NOW!

to add your voice to our campaign for better pay for probation staff

Here's how:

Call FREE on 0800 171 2193

Or visit: joinunison.org

