



UNISON working for members  
in the Probation Service

# UNISONprobation NEWS

**PROB/3/2010**

**15 March 2010**

## **UNISON RECOMMENDS 2010 PAY OFFER**

UNISON is recommending that members vote to accept the Employers' 2010 pay offer. In the current economic climate, and with the Probation Service facing cuts this year, UNISON believes that the offer is the best achievable by negotiation.

Please make sure that you take part in the UNISON consultation over the offer. This is your opportunity to have your say on pay.

## **THE OFFER**

The 2010 pay offer in full is:

- Incremental progression on 1 April 2010 as follows:
  - Staff below the development point: 2 increments
  - Staff on the development point: 2 increments
  - Staff above the development point: 1 increment

Staff at the top of their pay band will receive no increments. Incremental progression changes from 1 October to 1 April.

- A minimum pay rise for all staff of £325 pro-rata to the number of hours worked (i.e. your pay rise will be made up to £325 if your increments add up to less than this, or if you are on the top of your pay band. Please note that any top-up payment will be non-consolidated, but will be pensionable.)
- The following groups of staff will get a top up payment to bring their total pay rise in year to £325:
  - All staff in pay band 1

- All staff between the development point and maximum salary in pay band 2 (pay points 44, 45 and 46)
- All staff between the development point and maximum salary in pay band 3 (pay points 71, 72, 73 and 74)
- All staff on the maximum salary point in pay bands 4, 5 and 6
- The deletion of the lowest pay point in pay bands 1, 2, 3 and 4, following incremental progression in April
- A £50 increase in London weighting to £3,850
- Please note that there is no cost-of-living rise in this year's offer; all the money has gone into incremental progression

The offer also restates the terms of reference for work that the National Negotiating Council agreed to undertake on pay progression, workload management and harmonisation of working hours, as part of the 2008/9 pay deal.

## **WHY IS UNISON RECOMMENDING THE OFFER?**

UNISON is recommending that members vote to accept the offer because:

- We have worked hard with the Employers to get an offer before the General Election. If it is not agreed by the Election, we fear it might be put at risk by a new Government.
- The offer protects incremental progression which is important to our members
- Members will get their increments 6 months earlier in April, rather than October
- The offer maintains the principle of faster progression for lower paid staff below the development point in each pay band
- The guaranteed minimum £325 pay rise helps all staff in pay band 1, staff between development point and max in pay bands 2 and 3 and all staff who are at the top of their pay band
- The deletion of the lowest pay points in pay bands, 1, 2, 3 and 4 continues the important task of shortening the pay bands, making it quicker for staff to reach the top
- London weighting is increased by £50 to £3,850

Napo is also recommending the offer to its members.

## **MEMBERS VOTE**

All UNISON members in the Probation Service are now being consulted on the 2010 offer. UNISON's National Probation Committee recommends that you vote to accept the offer.

Contact your UNISON representative or branch to find out how you can take part in the consultation. You should realise that a vote to reject the offer pre-supposes that you are willing to take significant industrial action to improve the offer. This would be the subject of a separate industrial action ballot.

The pay consultation period ends on Monday, 12 April 2010.