



CBF Snapshot

Ahead of the launch of the Competency Based Pay Progression Framework (CBF) in April 2021, we will be providing updates in each edition of Probation News to keep you in the picture on all things CBF.

In this edition we'll kick off by clarifying the main points that the CBF will and won't include.

What is the CBF?

☒ It's about demonstrating your competence

☒ It's about the work, tasks, activities, you already do

☒ You can draw competence evidence from your existing line manager conversations

☒ It supports eligible staff in progressing through the points of their pay band

☒ It's about involving you and your Line Manager to make it work

☐ It's not about performance management

☐ It's not about additional or aspirational tasks

☐ Additional competence conversations are not necessary

☐ It's not about preventing people from progressing or moving people back in the points of their pay band

☐ It's not just a Line Manager's responsibility

Next time, we'll delve a little more into the competencies, what they are and how you'll use them, plus we'll give you a brief overview of what's to come and where to go for information. However, if you have any immediate questions, please contact us on Strengthening.Probation@justice.gov.uk.