

**Ian Lawrence**, Napo General Secretary  
**Ben Priestley**, UNISON National Officer  
**George Georgiou**, GMB Scoop National Officer

*Letter sent by email, no hard copy to follow*

Dear Ian, Ben and George,

**RE: Probation Service Pay Claim 2025 (JTU 02/2025) – Best and Final Offer**

Thank you for your continued engagement through what we recognise has been an unfortunately protracted process. Following the conclusion of the pay ballot on 27 February, you confirmed the outcomes of your respective ballots (Napo, UNISON reject and GMB Scoop accept). The split outcome has resulted in an overall rejection of the offer put to you and your members. I also acknowledge the respective Napo and UNISON trade disputes on pay (Napo also workload) lodged with the HMPPS CEO last week and we have responded to the ask for urgent talks to find resolution.

We have listened to the feedback you (on behalf of your members), and our staff, have provided on the offer of a 4% headline award (plus progression) which represented an increase to remuneration costs (IRC) of 6.3%. This offer represented the total cost envelope approved by Cabinet Office (CO) and HM Treasury (HMT) at the time. Having taken onboard the outcome, and extensive feedback from your members/our staff, we have at pace re-engaged HMT and CO, to build on the original pay-flex case to use best endeavours to negotiate and secure an enhanced offer for the 2025/26 Probation pay award, inclusive of pay progression (already paid in June 2025).

We have secured bespoke approval from CO and HMT recognising the unique circumstances of the Probation workforce, for an enhanced IRC of 8.4% within which to negotiate the 2025/26 probation pay award (inclusive of pay progression already paid in June 2025). This has been significantly difficult to achieve; however this is in recognition of the exceptional commitment our staff, your members show every

single day, delivering for people and communities despite the pressures and challenges they face. This goes significantly above the IRC previously approved and does come with conditions attached in line with the CO/HMT position on such offers. However, we recognise this does not meet the individual elements of the pay claim you submitted in January 2025.

We can confirm that **this best and final offer is for a one year pay award for 2025/26. Uplifts proposed within this offer will be backdated to 1 April 2025.**

### **Headline award**

This offer is for a headline award of **6%** to all pay points and bands (see Annex), this award is the maximum we can achieve within the IRC envelope.

To standardise the pay structures, ensuring there is at least a 5% difference between pay range minimum and the maximum of the immediately lower band, we propose to remove the band A minimum pay point. This is the only instance in the pay structure where a 5% gap does not currently exist, resulting in less than 10 members of staff receiving increases of c. 9.2% rather than 6%, and comes at a minimal cost that could not be meaningfully reallocated in this offer.

### **Increases to allowances**

This offer proposes an increase of 6% to the following allowances:

- London weighting would increase from £4,250 to £4,505 per annum.
- Prison Supplement would increase from £737 to £781 per annum.
- Standby would increase from £46.07 to £48.83.

All other allowances, that are linked to salary will automatically increase as a result of the proposed pay award. This includes overtime and any claims already made since 1 April 2025 would automatically be increased and back dated as a result.

This award is the maximum we can achieve within the IRC envelope.

### **CO/HMT Conditions: Workforce reforms and pay review**

You will appreciate how significant this increase is for staff (especially in a one year pay offer) and the fact that it goes beyond what most other public sector workforces have received this year. That is why this offer includes conditions that must be agreed to.

The first condition is that you commit to continuing to work together on the modernisation of the probation service through Our Future Probation Service programme (OFPS). This includes:

- Supervision packages;
- Online check-in;

- Justice Transcribe;
- Service centres;
- Revising case transfer policy;
- Implementing Sentencing Act reforms.

Standard Annex A consultation processes are being followed, with some complete, and others in progress or scheduled for the months ahead. All of this remains within the auspices of the relevant JNC sub-committee.

Looking to the future strategy of pay and recognising that probation pay as it is currently constructed presents limitations in terms of our ability to deliver timely and meaningful awards for staff. We have explained the impact that payments made under the CBF progression framework have on the IRC and that this limits any additional offer to revalorise pay points. Recognising that there is an active dispute with ACAS, which we are committed to resolving, this offer includes a commitment to a full review of CBF and the interaction with the annual pay award by September 2026 with a view to further pay reforms which will be discussed and agreed jointly.

We would ask that you confirm your position as soon as possible in line with the governance structures of your unions. In accepting this offer you (Napo and UNISON) are confirming that this would resolve your 2025/26 pay disputes and that we will agree joint statement.

We are committed to demonstrating our shared ambition on workforce and pay reform through this joint statement, and we can agree the precise wording together as part of the negotiations.

Thank you for your collective efforts this week and previously on behalf of your members.

Yours Sincerely,

Kim Thornden-Edwards

Chief Probation Officer (and Chair of the JNC).