



25th June 2025

INCREMENTS PAID UP

THANKS TO JOINT UNION CAMPAIGN

Thanks to the continued pressure applied by Napo, UNISON and GMB/SCOOP, HMPPS have advised that eligible staff not yet at the top of their pay band will progress to the next pay point, backdated to the 1st of April 2025. HMPPS have advised staff they expect this to be paid to those eligible staff in their June salary, which will mean a backdated amount paid for the period from the 1st of April.

The trade unions remain in a national dispute with HMPPS as we believe, with evidence to support our position, that eligible staff should have achieved incremental progression as of the 1st of April 2025, and been paid accordingly in that month's salary. This dispute remains vital as part of the trade unions work to ensure that in future years the employer pays its staff in line with the agreements it has previously come to with the trade unions, and which were then voted on by our members.

PAY TALKS ONGOING

Negotiations to settle this year's pay claim from the unions are on-going at this time. Intensive talks are taking place over June with the aim of getting to a final offer which the unions could recommend to members by the end of the month.

Here is a reminder of our pay claim:

- A one year pay deal
- A 12% increase on all pay points
- A 12% increase on all cash allowances: London Weighting / Geographical Allowances etc
- A minimum wage in the Probation Service of £15 per hour

- The conversion of the current Regional Reward and Recognition funds into a single fund for staff retention purposes, to be the subject of collective bargaining.



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