



JTU 28-17

2017 NPS PAY TALKS BREAK DOWN

It is with great regret that we have to inform you that talks over the 2017 NPS pay award between NPS and the probation trade unions, broke down this week. This was because the NPS negotiators stated that they were unable to make a pay offer to staff this year. This week's discussions followed the earlier meeting on 2 October when consideration was at last given by the NPS to the unions pay claims for this year.

As members will be aware, the NPS awarded all eligible staff their increment back in April. This is a contractual entitlement and was not subject to negotiation.

WHY HAVE TALKS BROKEN DOWN?

At the pay talks on 22 November, the NPS informed the two unions that:

- The cost of the prison pay award this year means that there is no money available for anything other than the contractual increment to be given to probation staff.
- If this remains their position then:
 - NPS staff on the top of their pay band will get nothing, whereas in previous years they received a non-consolidated payment to reflect the fact that they are not eligible for increments
 - There will be no increase on London Weighting, or any other NPS allowances and,
 - Pay points will not be increased

WHAT DID PRISON STAFF GET THIS YEAR?

HMPPS paid the recommendations of the Prison Pay Review Body in full, which amounted to:

- £400 minimum increase in the pay of most Prison Officers, including those at the top of their pay bands
- Plus at least one pay increment
- 4-6% pay progression for Prison Managers

In announcing the pay award for prison officers, Michael Spurr said that the pay deal addressed the '*...challenges the Prison Service is currently facing in relation to motivation, recruitment and retention, and the competitiveness of the remuneration package, at a time of significant operational challenges.*'

Napo and UNISON made the point that the NPS faces exactly the same challenges and yet our members have been offered **nothing** by comparison. It seems evident from the pay talks what value HMPSS places on the NPS workforce compared to the HMP workforce.

UNIONS DEMAND URGENT MEETING WITH THE SECRETARY OF STATE

As members would expect, the Unions have reacted with serious anger to these developments and immediately demanded a meeting with the Secretary of State David Lidington. We will be following this up in writing.

Meanwhile, a meeting was arranged with senior HMPPS management in the form of Michael Spurr, HMPPS CEO, and Martin Beecroft, HMPPS Executive Director HR, on 23 November. They have undertaken to take a number of our very forcibly made points to the appropriate decision makers in the Ministry and wider Government.

Given that we await the outcome of these discussions, the unions have agreed that for now we should update our NPS members about these difficulties, which we will also be reporting back on in detail to our respective NEC and Probation committees.

We appreciate that members will be particularly angry at what has transpired, and further updates will be issued to members about the response to our representations as soon as they are available.