



Subscription Rates

Napo Subscription Rates for Full Members paying by Direct Debit from January 2016

Note: All full members may pay by Direct Debit, no matter who they are employed by

Salary Band (£)	Monthly Rate (£)	Annual Rate (£)
8000 and under	N/A	#12 00
*8001 – 9000	3.60	43.20
*9001 – 10000	4.00	48.00
10001 – 14000	5.50	65.00
14001 – 19000	11.00	132.00
19001 – 24000	15.00	180.00
24001 – 29000	19.00	228.00
29001 and above	23.00	276.00

Other classes of membership (not currently payable by direct debit)

- a) Unemployed Members and Members on Maternity/Paternity/Adoption Leave and Members on a Career Break or between contracts when employed by an Agency – **FREE**
- b) Professional Associate Members – 25% of the non-direct debit rates.
- c) Associate Members - £40 per annum.
- d) ** Retired members
 - Non Voting Membership - Annual subscription of £30 (no voting rights)
 - PAM Membership - £50 per annum (voting rights at AGM and Branch meetings but not employer issues)

** Following a constitutional amendment at the 2010 AGM retired members can opt for either of these options.

Napo Subscription Rates for Full Members not paying by Direct Debit

Note: Applicable only to PBNI and Cafcass members

0.96% of salary

Salary Band (£)	Monthly Rate (£)	Annual Rate (£)
8000 and under	N/A	#12 00
*8001 – 9000	3.60	43.20
*9001 – 10000	4.00	48.00
10001 – 11000	8.80	105.60
11001 – 12000	9.60	115.20
12001 – 13000	10.40	124.80
13001 – 14000	11.20	134.40
14001 – 15000	12.00	144.00
15001 – 16000	12.80	153.60
16001 – 17000	13.60	163.20
17001 – 18000	14.40	172.80
18001 – 19000	15.20	182.40
19001 – 20000	16.00	192.00
20001 – 21000	16.80	201.60
21001 – 22000	17.60	211.20
22001 – 23000	18.40	220.80
23001 – 24000	19.20	230.40
24001 – 25000	20.00	240.00
25001 – 26000	20.80	249.60
26001 – 27000	21.60	259.20
27001 – 28000	22.40	268.80
28001 – 29000	23.20	278.40
29001 – 30000	24.00	288.00
30001 – 31000	24.80	297.60
31001 – 32000	25.60	307.20
32001 – 33000	26.40	316.80
33001 and above	27.20	326.40

NB: (i) **Staff working full time with a gross annual salary of £19,000 or below** are eligible for 3 months free membership on joining Napo for the first time. Contact your membership@napo.org.uk for details.

(ii) **Members on long term sick leave** should have their subs adjusted to be commensurate with their salary; so subs are reduced when the member is on half pay and then cease when the member receives no pay. Subs should be reinstated when the member receives a salary again.

Payable in full only.
* 0.48% of salary for these bands.