



**HM Prison &
Probation Service**

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**Sonia Crozier Executive Director
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Dear Ian

Talks on Probation Pay Modernisation

As you know, HMPPS have long been committed to introducing new pay arrangements for the NPS and I thought it would be appropriate to give you an update on our progress. Our proposals for pay modernisation are at an advanced stage and are currently with HM Treasury where we require the approval of Ministers. Subject to that approval I anticipate us starting negotiations with all the recognised unions on a new modernised pay structure in the coming weeks.

As you will be aware, at a time of significant financial challenge for HMPPS as part of the wider MOJ, this approval has had to be secured against a range of other competing priorities.

It would be no underestimation to say that the persuasive, patient but passionate way in which you have championed pay on behalf of your members; presenting convincing arguments to HMPPS and to Ministers has been fundamental in progressing to a full remit in which to negotiate. I would like to personally thank you for your considerable and influential efforts in getting us to this position.

Subject to us receiving the necessary approvals from HM Treasury, we would therefore like to invite NAPO to talks, alongside colleagues from UNISON and GMB SCOOP, to commence in June or early July.

If you are in agreement, we will notify you separately regarding our negotiating team and the Employee Relations team will look to arrange suitably convenient dates.

Yours sincerely

Sonia Crozier
Executive Director Probation and Women