



JTU 3/2024

17 January 2024

VLO Job Evaluation Appeal Brings Welcome News

At a meeting between Napo, UNISON, GMB/SCOOP and senior Probation management yesterday, we heard the result of the Job Evaluation Appeal for the Victim Liaison Officer (VLO) role previously submitted by the joint trade unions.

The outcome is that Band 4 has been confirmed as the appropriate banding for this role, meaning that there will be a salary increase because of the VLO role obtaining an uplift of one pay band. Under the terms of the collective agreement on the Job Evaluation System (JES) between the unions and the Probation service, the result of the VLO appeal is final.

Urgent discussions will be taking place between the unions and senior management on the implementation process and more news will follow at the earliest opportunity.

Meanwhile, the unions wish to jointly express our appreciation to our VLO members for their valuable assistance over a number of years in engaging with the JES Focus Groups and for their collective and individual submissions which have helped us to maintain our representations on your behalf.