



## Three year pay offer (2022/23 – 24/25) for Probation Service staff

This pay offer delivers certainty in pay increases over the next three years, whilst securing necessary reforms to the pay structure to resolve lingering issues. There are five key elements to the deal. These are detailed below, with accompanying links to support your understanding of what the offer means for you as the award will apply differently to each member of staff.

### 1. Consolidated uplifts to all pay band values meaning uplifts to all staff salaries

Each year HMPPS will uplift the value of all pay points. In year 1 of the deal, it will occur alongside pay progression on 1 April 2022. Any relevant back pay will be made to eligible staff for year 1. In year 2 and 3 of the deal, the uplifts will occur on 1 October 2023 and 2024.

The increases to the minimum and maximum pay points by the end of the deal will look as follows:

Band	% increase over three-year deal		£ increase over three-year deal	
	Minimum pay point	Maximum pay point	Minimum pay point	Maximum pay point
2	19.3%	12.0%	£3,607	£2,703
3	14.2%	12.2%	£3,301	£3,450
4	16.3%	13.0%	£4,922	£4,826
5	18.7%	12.1%	£6,934	£4,980
6	17.8%	8.0%	£7,285	£3,919

Band	% increase over three-year deal		£ increase over three-year deal	
	Minimum pay point	Maximum pay point	Minimum pay point	Maximum pay point
A	16.3%	7.0%	£7,568	£3,818
B	11.5%	5.2%	£6,323	£3,337
C	20.8%	4.6%	£12,372	£3,383
D	14.2%	3.7%	£10,152	£3,386

Please see [Attachment 1](#) for further detail on all pay points and pay bands for each year of the deal.

Please see [Attachment 2](#) and the [pay calculator](#) to see exactly what this deal means for you.

## **2. Reform to improve spacing within pay bands and between them; reducing pay band lengths**

We have been able to ensure a 5% gap between most pay bands to remove the structural issues of pay band overlaps, and the phenomenon whereby more junior staff can 'leapfrog' more senior staff in the same role upon promotion. This delivers upon the shared undertaking between HMPPS and Trade Unions from the 2018 Pay Modernisation Agreement.

We have been able to deliver more sensible spacing between pay points within pay bands as a result of the reforms that underpin this pay deal. This means that staff will get more consistent increases when pay progressing under the competency based pay progression framework (CBF) going forward.

We have also decreased the length of pay bands – that being the space between the minimum and maximum point. This allows us to increase starting salaries, improving the attractiveness of the Service even further to prospective staff to better realise the ambition to reach target staffing levels and decrease workloads of existing staff. It also means current staff will be paid more, sooner, as they progress through the pay points in their pay bands under the CBF.

Please see Attachment 1 which shows the new pay bands by the end of the deal, and the spacing between them.

## **3. Linking pay progression to the CBF after the successful trial year**

Pay progression from 1 April 2022 will be linked to CBF for all staff on Probation Service T&Cs furthermore. The first CBF linked pay progression decisions will be made on 31 March 2023 (payable 1 April 2023).

Please see the comprehensive guidance and support documentation, videos and instructions available to all staff to support their engagement with CBF [here](#) on MyHub.

## **4. Non-consolidated payments for those not eligible for pay progression in year 2 and year 3**

For those staff who at 31 March 2023 are on the top of their pay bands, and therefore will not be eligible for CBF pay progression, a non-consolidated £300 payment will be made on 1 April 2023.

For those staff who at 31 March 2024 are on the top of their pay bands, and therefore will not be eligible for CBF pay progression, a non-consolidated £300 payment will be made on 1 April 2024.

Please note that due to a maximum pay point being added for all numerical pay grades in the final year to allow eligible staff to progress into under CBF, those staff at the top of their pay band on 31 March 2023 will no longer be on top of their pay band in year three – and



therefore not eligible for this non-consolidated payment. They will however be eligible for CBF pay progression, and we encourage these staff to consider Attachment 2 and the pay calculator to see the value of this progression.

## 5. Increasing allowances

We will be increasing the following allowances by 3%, each year of the pay deal:

- London weighting
- Prison supplement
- Standby allowance
- Geographical supplement

Market forces allowances currently in force will be eroded away by the increases in base pay, pay progression received and the increases in London weighting if staff are in receipt of these.

London weighting will also be extended to those staff who are contracted to work in workplaces within the M25 boundary.

Allowance	Current rate	Proposed rate (at end of deal)	% increase
London Weighting	£3,889 per annum	£4,249	3% per year
<i>London weighting will also be extended to those staff who are contracted to work in workplaces within the M25 boundary.</i>			
Prison Supplement	£675 per annum	£737	3% per year
Standby allowance	£42.16	£46.07	3% per year
Geographical supplement Level 1	£3,850 per annum	£4,207	3% per year
Geographical supplement Level 2	£1,800 per annum	£1,967	3% per year
Geographical supplement Level 3	£900 per annum	£983	3% per year

### Note to staff

The award will apply differently to each member of staff, so **we encourage you** all to please make use of the Attachments and the pay calculator to understand what you will receive.

There is no one singular average award for all – so it is important you know what this award will mean for you.