

National Negotiating Council for the Probation Service

To: The Chair of the Probation Trust
The Chief Executive of the Probation Trust
(Copy enclosed for the Head of Human Resources)
The Secretary of the Probation Trust
The Treasurer of the Probation Trust
Members of the NNC

12th April 2010

NNC CIRCULAR NO.1/2010

Dear Madam/ Sir

NNC SALARY SETTLEMENT 2010

We write to advise you that agreement has now been reached on the 2010 NNC Salary Settlement for employees covered by the National Negotiating Council for the Probation Service as set out below:-

From 1 April 2010

1. Pay progression to revert to 1 April, from 1 October, as follows:
 - 2 pay points to employees who are below the Development Point as at 31 March 2010.
 - 2 pay points to employees who are on the Development Point as at 31 March 2010.
 - 1 pay point to employees who are between the Development Point and the Pay Band maximum as at 31 March 2010.
2. A minimum increase of £325 [pro rata for less than full time employees] which will be non-consolidated but pensionable.
3. London Allowance will be increased to £3850pa.
4. The minimum pay for Pay Bands 1, 2, 3, and 4 to be raised by one pay point, after pay progression has taken place, from 1 April 2010.

Employers' Side Secretary: Christine Lawrie
29 Great Peter Street
London SW1P 3LW
Telephone: 020 7340 0970
association@probationassociation.co.uk
www.probationassociation.co.uk

Trade Union Side Secretary: Jonathan Ledger
4 Chivalry Road
London SW11 1HT
Telephone: 020 7223 4887 Fax: 020 7223 3503

5. The Probation Service Modernisation Agreement and Pay Deal, reached in 2008, specified that progression after 1 October 2009 would be subject to future negotiation.
6. Terms of Reference have been agreed for the following joint working parties to consider the following pay modernisation issues:
 - Progression Arrangements; this group will produce a report no later than 31 July 2010.
 - Workload Management; this group will produce a report no later than 31 October 2010.
 - Harmonisation of Working Hours; this group will produce a report no later than 31 October 2010.
7. The NNC to conduct an equal pay audit of national pay policies, including consistency checking in line with EHRC guidelines

It is believed that the overall cost of this pay agreement will be in the range of 1.5% – 1.6% of the national pay bill for the Probation Service. It is also recognised that there will be minor variations in the cost for individual Employers. The revised pay scales are included at Annex A.

Yours faithfully

Christine Lawrie
Jonathan Ledger

Joint Secretaries

Annex A

Pay Point			
Band 1	1/4/2009	1/10/2009	1/4/2010
5			
6	£13,917		
7	£14,049	£14,049	
8	£14,182	£14,182	£14,182
9	£14,325	£14,325	£14,325
10	£14,464	£14,464	£14,464
11	£14,604	£14,604	£14,604
12	£14,752	£14,752	£14,752
13	£14,898	£14,898	£14,898
14	£15,040	£15,040	£15,040
15	£15,180	£15,180	£15,180
16	£15,337	£15,337	£15,337
17	£15,481	£15,481	£15,481
18	£15,642	£15,642	£15,642
19	£15,791	£15,791	£15,791
20	£15,941	£15,941	£15,941
21	£16,105	£16,105	£16,105
22	£16,266	£16,266	£16,266
23	£16,420	£16,420	£16,420
Band 2			
23			
24	£16,584		
25	£16,744	£16,744	
26	£16,905	£16,905	£16,905
27	£17,072	£17,072	£17,072
28	£17,245	£17,245	£17,245
29	£17,419	£17,419	£17,419
30	£17,588	£17,588	£17,588
31	£17,756	£17,756	£17,756
32	£17,938	£17,938	£17,938
33	£18,112	£18,112	£18,112
34	£18,280	£18,280	£18,280
35	£18,469	£18,469	£18,469
36	£18,647	£18,647	£18,647
37	£18,835	£18,835	£18,835
38	£19,018	£19,018	£19,018
39	£19,206	£19,206	£19,206
40	£19,398	£19,398	£19,398
41	£19,586	£19,586	£19,586
42	£19,779	£19,779	£19,779
43	£19,978	£19,978	£19,978
44	£20,174	£20,174	£20,174
45	£20,372	£20,372	£20,372
46	£20,566	£20,566	£20,566

Pay Point			
Band 3	1/4/2009	1/10/2009	1/4/2010
47			
48	£20,977		
49	£21,179	£21,179	
50	£21,391	£21,391	£21,391
51	£21,607	£21,607	£21,607
52	£21,821	£21,821	£21,821
53	£22,041	£22,041	£22,041
54	£22,246	£22,246	£22,246
55	£22,474	£22,474	£22,474
56	£22,697	£22,697	£22,697
57	£22,910	£22,910	£22,910
58	£23,148	£23,148	£23,148
59	£23,382	£23,382	£23,382
60	£23,605	£23,605	£23,605
61	£23,842	£23,842	£23,842
62	£24,072	£24,072	£24,072
63	£24,321	£24,321	£24,321
64	£24,555	£24,555	£24,555
65	£24,795	£24,795	£24,795
66	£25,050	£25,050	£25,050
67	£25,298	£25,298	£25,298
68	£25,542	£25,542	£25,542
69	£25,794	£25,794	£25,794
70	£26,052	£26,052	£26,052
71	£26,306	£26,306	£26,306
72	£26,572	£26,572	£26,572
73	£26,834	£26,834	£26,834
74	£27,102	£27,102	£27,102

Pay Point			
Band 4	1/4/2009	1/10/2009	1/4/2010
75			
76	£27,638		
77	£27,914	£27,914	
78	£28,185	£28,185	£28,185
79	£28,468	£28,468	£28,468
80	£28,750	£28,750	£28,750
81	£29,030	£29,030	£29,030
82	£29,316	£29,316	£29,316
83	£29,611	£29,611	£29,611
84	£29,909	£29,909	£29,909
85	£30,201	£30,201	£30,201
86	£30,504	£30,504	£30,504
87	£30,805	£30,805	£30,805
88	£31,110	£31,110	£31,110
89	£31,421	£31,421	£31,421
90	£31,737	£31,737	£31,737
91	£32,054	£32,054	£32,054
92	£32,364	£32,364	£32,364
93	£32,685	£32,685	£32,685
94	£33,014	£33,014	£33,014
95	£33,335	£33,335	£33,335
96	£33,667	£33,667	£33,667
97	£34,002	£34,002	£34,002
98	£34,344	£34,344	£34,344
99	£34,677	£34,677	£34,677
100	£35,029	£35,029	£35,029
101	£35,370	£35,370	£35,370
102	£35,727	£35,727	£35,727

Pay Point			
Band 5	1/4/2009	1/10/2009	1/4/2010
99	£34,677	£34,677	£34,677
100	£35,029	£35,029	£35,029
101	£35,370	£35,370	£35,370
102	£35,727	£35,727	£35,727
103	£36,076	£36,076	£36,076
104	£36,435	£36,435	£36,435
105	£36,798	£36,798	£36,798
106	£37,158	£37,158	£37,158
107	£37,531	£37,531	£37,531
108	£37,898	£37,898	£37,898
109	£38,277	£38,277	£38,277
110	£38,659	£38,659	£38,659
111	£39,037	£39,037	£39,037
112	£39,424	£39,424	£39,424
Band 6			
111	£39,037	£39,037	£39,037
112	£39,424	£39,424	£39,424
113	£39,837	£39,837	£39,837
114	£40,217	£40,217	£40,217
115	£40,614	£40,614	£40,614
116	£41,019	£41,019	£41,019
117	£41,373	£41,373	£41,373
118	£41,804	£41,804	£41,804
119	£42,221	£42,221	£42,221
120	£42,646	£42,646	£42,646
121	£43,066	£43,066	£43,066
122	£43,498	£43,498	£43,498
123	£43,932	£43,932	£43,932
124	£44,374	£44,374	£44,374
125	£44,821	£44,821	£44,821
126	£45,273	£45,273	£45,273
127	£45,726	£45,726	£45,726
128	£46,181	£46,181	£46,181
129	£46,650	£46,650	£46,650

