



PAY UPDATE

UNIONS TO SUBMIT PAY CLAIM FOR 2025

The three probation trade unions have agreed to submit the following pay claim on behalf of members for 2025:

- One year claim
- 12% increase on all pay points
- 12% increase on all cash allowances – e.g. London Weighting, Geographical Supplements etc
- An increase in the minimum salary to be no less than £15/hour
- The conversion of the current Regional Reward and Recognition funds into a single fund for staff retention purposes, to be the subject of collective bargaining.

Further information on the claim will be sent to members in the New Year.

Official pay talks will not start until the Treasury has told HMPPS how much money it is allowed to spend on the pay rise, and this is not expected to be known until March 2025 at the earliest.

Probation staff have been treated much worse than other public sector workers when it comes to pay awards over the last 14 years. It's time that HMPPS restored the purchasing power of probation salaries.

OTHER PAY ISSUES

As well as the pay claim for next year, the unions have been pursuing the following related pay objectives with HMPPS for some considerable time. These are unconnected to our pay claim and are business as usual issues which we expect HMPPS to get on and resolve now:

- **Getting Your Annual Pay Increment On Time:** the Civil Service way is to hold back paying staff their annual pay increment (moving up your pay band

once you have done your CBF) until the pay award for the year in question has been settled. This often takes months and means that you might not get your annual pay increment on 1 April next year, when it is due. Any delay to you getting your increment is unacceptable. The unions have asked HMPPS to ensure that you get your increment on time on 1 April and not have to wait months to get what you are due. In the meantime, the unions strongly encourage all members to complete the CBF process.

- **Fair Treatment for Staff at the Bottom of Pay Band 2:** once again next year the lowest Probation pay point will be overtaken by the National Living Wage on 1 April. This shows just how poorly HMPPS is paying staff on pay band 2. The unions have asked HMPPS to delete the lowest pay point of pay band 2 on 1 April 2025 and to move the staff concerned onto the next highest pay point. HMPPS has yet to respond.
- **Geographical Supplements for High Cost Areas of Living:** HMPPS removed market forces supplements from probation staff working in hard to recruit red sites in 2022. The unions opposed this, and not surprisingly it has had a very bad impact on the ability of the Probation Service to recruit and retain staff in high cost areas.

The unions put in a claim for geographical supplements to replace the market forces supplements. HMPPS was working with the unions to put a business case to the Treasury to introduce geographical supplements in high cost areas, but then said earlier this year that it could not support this. Since that time, HMPPS has brought forward no other proposals to help staff in high cost areas. By contrast, in Prisons, HMPPS '*... intends to maintain Market Supplements at their current levels of £2,000 for 'Red' sites and £3,500 for 'Red Plus' and HMPPS does not support any erosion of Market Supplements for the 2025/26 pay round.*' One HMPPS in action!

- **An end to sessional payments for Probation Staff providing additional hours over and above their contracted hours** – for example in approved premises or unpaid work. Sessional rates mean that some staff are working for less than the national living wage and don't have the protections of a proper employment contract. This has to stop and be replaced with either overtime or secondary contracts.
- **Fair Unsocial Hours Payments:** Despite the unions' best efforts since reunification, HMPPS has failed to respond to our demands for a fair and simple system of unsocial hours payments for staff during periods of absence from work – on leave/sickness etc.

- **Job evaluation reviews of all the ex-CRC jobs which were downgraded on re-unification:** the unions believe that HMPPS is in breach of the 2021 CRC staff transfer and protections agreement in failing to carry out the necessary reviews in a timely way of the down gradings which some CRC staff suffered in 2021. HMPPS has yet to confirm when or how it will comply.
- **Overtime:** the unions are seeking the permanent extension of the current overtime payments for staff on pay bands 2 and 3 to pay bands 4 to 6 and A to D.
- **Temporary promotions and retaining accrued progression:** the unions have asked that staff who are temporarily promoted and progress up the higher pay grade, retain their position on the higher pay grade if they are promoted again to that pay grade.

ⁱ [HMPPS evidence to Prison Service Pay Review Body: 2025 - GOV.UK](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/92442/HMPPS_evidence_to_Prison_Service_Pay_Review_Body_2025.pdf)





**Ian Lawrence
Georgiou**

Ben Priestley

George

General Secretary

National Officer

National Officer

Napo

UNISON

GMB/SCOOP