



Prison Service Pay Review Body

Sixth Report
on
Northern Ireland
2010

Chair: Jerry Cope



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**Presented to Parliament by the
Prime Minister and Secretary of State for Northern Ireland
March 2010**

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Office of Manpower Economics

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Standing terms of reference

The role of the Prison Service Pay Review Body is to provide independent advice on the remuneration of governing governors and operational managers, prison officers and support grades in the England and Wales Prison Service. The Review Body will also provide independent advice on the remuneration of prison governors, prison officers, prison auxiliaries, night patrol officers, night custody officers, prisoner custody officers and operational support grades in the Northern Ireland Prison Service.

In reaching its recommendations the Review Body is to take into account the following:

- The need to recruit, retain and motivate suitably able and qualified staff taking into account the specific needs of the Prison Service in England and Wales and the Northern Ireland Prison Service;
- Regional/local variations in labour markets and their effects on the recruitment and retention of staff;
- Relevant legal obligations on the Prison Service in England and Wales and the Northern Ireland Prison Service, including anti-discrimination legislation regarding age, gender, race, sexual orientation, religion and belief and disability;
- Government policies for improving the public services, including the requirement to meet Prison Service output targets for the delivery of services;
- The funds available to the Prison Service in England and Wales and the Northern Ireland Prison Service as set out in the Government's departmental expenditure limits; and
- The Government's inflation target.

The Review Body shall also take account of the competitiveness of the Prison Service in England and Wales with the private sector, and any differences in terms and conditions of employment between the public and private sectors taking account of the broad employment package including relative job security.

The Review Body may also be asked to consider other specific issues.

The Review Body is also required to take careful account of the economic and other evidence submitted by the Government, staff and professional representatives and others.

Reports and recommendations for the Prison Service in England and Wales should be submitted to the Prime Minister and the Lord Chancellor and Secretary of State for Justice. Reports and recommendations for the Northern Ireland Prison Service will be submitted to the Prime Minister and to the Secretary of State for Northern Ireland.

Glossary of Terms

ASHE	Annual Survey of Hours and Earnings
CPI	consumer prices index
GDP	gross domestic product
HMCIP	Her Majesty's Chief Inspector of Prisons
MGO	main grade officer
NCO	night custody officer
NIPS	Northern Ireland Prison Service
OME	Office of Manpower Economics
OSG	operational support grade
PGA	Prison Governors Association
PCO	prisoner custody officer
PO	principal officer
POA	The Professional Trades Union for Prison, Correctional and Secure Psychiatric Workers
PSA	Public Service Agreement
PSPRB	Prison Service Pay Review Body
RPI	retail prices index
SO	senior officer
SPCO	senior prisoner custody officer
TSL	Target Staffing Level
TUPE	Transfer of Undertakings (Protection of Employment) Regulations 2006

The Prison Service in Northern Ireland and our remit group

The Northern Ireland Prison Service, through its staff, serves the community by keeping in secure, safe and humane custody those committed by the courts; by working with prisoners and with other organisations seeks to reduce the risk of re-offending; and in so doing aims to protect the public and contribute to peace and stability in Northern Ireland.

It has a vision to be recognised as a model of good practice in dealing with prisoners and to be valued and respected for its service to the community.

It has three operational establishments – one of which accommodates male young offenders and female prisoners.

It had a prison population on 25 January 2010 of 1,357.

It had staff costs of some £92 million in 2008-2009, of which £76 million related to the payroll for our remit group.

The composition of our remit groups is shown below.

Our remit group in Northern Ireland as at 31 August 2009

<i>Grade</i>	<i>Staff in post¹</i>	<i>%</i>
Governor grades	37	2.0
Officer grades ²	1,330	70.3
Support grades ³	526	27.8
Total	1,893	100.0

¹ Full time equivalents

² Includes main grade officers, senior officers and principal officers

³ Includes auxiliaries, night patrol officers, night custody officers, prisoner custody officers, senior prisoner custody officers and operational support grades

Source: Northern Ireland Prison Service

Prison Service Pay Review Body 2010 Report on Northern Ireland: Summary

Key recommendations to apply from 1 April 2010:

- a consolidated increase in basic pay of 1 per cent for all grades;
- a 12-point scale for governor 5s, achieved by removing intermediate points from the existing 24-point scale;
- the introduction of a Qualified Nurse Premium Payment of £2,500 per annum, as a temporary market supplement, to be pensionable and apply only to nurse officers, senior and principal nurse officers on the post-2002 scales;
- all specialist and other allowances remain at their current level.

Introduction (*Chapter 1*)

Our role, under our standing terms of reference, is to make pay recommendations that support the Northern Ireland Prison Service's (NIPS) ability to recruit, retain and motivate staff within our remit. For this report we examined evidence on recruitment, retention, motivation and morale, and on the wider economic situation and the affordability constraints on NIPS. We received written submissions from all the parties which were discussed in detail in oral evidence sessions. We also visited Hydebank Wood, Maghaberry and Magilligan prisons to meet members of our remit group across all grades in their working environment and to gain a better understanding of the nature of their jobs.

Evidence and context (*Chapter 2*)

In evidence to us this year all the parties confirmed their view that the 2007-08 to 2009-10 three-year deal had delivered benefits to the Service and its staff, and they expressed a desire to work towards a further long-term deal. Mindful of their wish to secure a further multi-year deal, we have sought this year to make recommendations for a one-year bridging award which could pave the way for further work between the parties towards a longer-term deal which would bring further efficiency gains and improvements to service delivery.

The Government's evidence emphasised that general labour market indicators, including rising unemployment, falling employment and vacancies and subdued private sector earnings, including the use of pay freezes, supported pay restraint. On affordability NIPS stressed the need to achieve financial savings and further to reduce the average cost per prisoner place.

The evidence showed that the composition of the NIPS workforce continues to change with main grade officers being replaced by operational support grades, but at a slower rate whilst turnover rates remain low. Salaries for NIPS staff continue to compare well with those available elsewhere in Northern Ireland.

It is clear from evidence from all the parties that the last year has been testing for NIPS and its staff. There had been critical reports from HM Chief Inspector of Prisons on Maghaberry and Hydebank Wood. The circumstances surrounding the death in custody of an at-risk prisoner had a significant impact and consequential management action, flowing from the Pearson Report and the Prison Ombudsman investigation, affected industrial relations for a time. The PGA and

POA both said morale had worsened in the last year. Against this difficult background NIPS met all but one of its Key Performance Targets in 2008-09 and is on course to do so again in 2009-10. NIPS argued for an award which maintained morale and kept the good faith of the workforce, as this would be key if further significant change were to be made.

Both the POA and the PGA proposed a basic award of 2 per cent. NIPS proposed an increase in basic pay of up to 1 per cent, in line with its affordability constraints and Government pay policy. We were mindful this year of the importance of sustaining the morale and motivation of staff and managers in NIPS. They have shown considerable commitment in delivering the efficiency savings and changes to the regime under the last three-year deal. Given the wider context of the Northern Ireland labour market, the absence of widespread recruitment and retention problems, and affordability constraints on NIPS we cannot justify an award above 1 per cent. But we do consider it important that any award sustains the morale and motivation of those delivering this important public service, and believe a lower award would risk a negative impact. Accordingly we recommend a 1 per cent increase in basic pay for all grades.

Targeted measures (Chapter 3)

All the parties asked that the scale for governor 5s be shortened from 24 to 12 points, to bring it more in line with the scales for the other governor grades. We agreed this was sensible and considered alternative proposals from the Service and the PGA for achieving it. We recommend maintaining the existing minimum and maximum points and stripping out a number of intermediate points. However, we encourage NIPS to review pay for the governor grades more generally in the light of its current roles and responsibilities review.

We were asked by NIPS to recommend a Qualified Nurse Premium Payment of £2,500 per annum. This payment is intended to help recruit and retain suitable nurse officers by reflecting the difference in pay between nurses of similar experience employed by the Service and those in the NHS. We endorse the introduction of such a premium payment, at this level and on a temporary basis only, pending early consideration by NIPS of an appropriate longer-term solution.

The POA asked us to increase the hourly rate of pay for prisoner custody officers (PCOs) to that of operational support grades (OSGs) to reflect the responsibilities they carry serving the courts of Northern Ireland. Whilst the extent of prisoner contact for this grade may be higher than that for OSGs we also note that PCOs, unlike OSGs, are able to undertake their role without the need for shift work. Given this factor, coupled with the lack of recruitment and retention difficulties at present for PCOs, we do not endorse the proposal.

We received no proposals from the parties to increase allowances and we recommend that they remain at their current level.

Conclusion (Chapter 4)

The cost of our recommendations would be £1 million on the paybill or 1.2 per cent.

Our recommendations this year are expressly intended to bridge the gap between the end of the last three-year deal, and the hoped for negotiation of a further multi-year deal. We encourage the parties to continue their constructive dialogue and hope to see, in time for our next round, proposals from them which would help deliver long-term reform and cultural change.

Chapter 1: Introduction

Our role and terms of reference

1.1 This is our sixth report as an independent Pay Review Body for staff within our remit in the Northern Ireland Prison Service (NIPS). We report separately for England and Wales. Our remit does not apply to Scotland where separate pay negotiating arrangements apply.

1.2 Our core task under our standing terms of reference is to recommend rates of pay that are fair and appropriate in the light of the evidence presented to us and to address the additional directions contained in the remit letter from the Secretary of State for Northern Ireland (reproduced at Appendix A).

Outcome of our last report¹

1.3 In our 2007 report we recommended, within the terms of an agreed three-year pay and efficiency deal:

- a basic pay award for all grades of 2.0 per cent per year from 1 April 2007, 1 April 2008 and 1 April 2009;
- an additional 1.5 per cent consolidated efficiency award per year for all grades from 1 April 2007, 1 April 2008 and 1 April 2009, conditional on our independent validation each year that the terms of the efficiency deal had been met;
- removal of the service-wide non-consolidated 1 per cent performance award; and
- all specialist and other allowances remain at their current level.

1.4 We submitted our report to Government in early 2007, and followed this up with supplements, in both 2008 and 2009. These supplements endorsed the view of the parties that the terms of the efficiency deal had been met and we therefore recommended that an additional 1.5 per cent consolidated efficiency award be paid. Our recommendations were accepted and implemented in full, for each of the three years of the pay and efficiency deal.

Remit letter

1.5 We received the remit letter for this report at the end of August 2009. In it, the Secretary of State explained that NIPS would prefer to negotiate a further multi-year package, but was unsure if it would be possible to reach such an agreement in time for PSPRB's deliberations. The letter said that the primary considerations for any award should be consistent with:

- the Department's PSA target to reduce the cost per prisoner place and be affordable;
- the Government's pay policy; and
- NIPS' longer-term objective of negotiating a multi-year pay package in the following period to secure much needed reform.

¹ Previous reports are published on the web site of the Office of Manpower Economics: www.ome.uk.com

1.6 Within the context of a single-year deal the remit letter asked the review body to specifically consider:

- realistic and affordable basic pay levels which recruit, retain and motivate remit group staff, within the context of economic and market factors within which NIPS operates;
- the starting pay and maxima of each pay range and current differentials;
- a Qualified Nurse Premium Payment for nurse officers; and
- a revised pay scale for governors 5.

1.7 Although not specifically mentioned in the remit letter we also considered specialist and other allowances.

Evidence base 1.8 Our recommendations are based on our independent judgement of the evidence available to us. This includes written and oral submissions made to us by NIPS, the Prison Governors Association (PGA) and the POA and the information received from our visits to prison establishments.

Written and oral evidence 1.9 Following receipt of our remit letter we received written submissions from the interested parties in early November.

1.10 We heard oral evidence from Paul Goggins MP, Minister of State, and Robin Masefield, Director General of NIPS, with other officials of NIPS. We also met, separately, representatives of the PGA, led by Pat Maguire, and the POA, led by Finlay Spratt.

Visits to prison establishments 1.11 In our deliberations, we were also able to draw on information and feedback received on our visits to Maghaberry, Magilligan and Hydebank Wood. Visits are an important part of our work programme, enabling us to meet members of our remit group across all grades in their working environment and to gain a better understanding of the nature of their jobs. We were also able to meet PGA and POA representatives. We recognise the effort needed to organise these visits whilst ensuring the continued operation of each establishment. We would like to thank everyone involved in organising or taking part in these visits and for the open and frank feedback from staff. We continue to be impressed by the high level of commitment we see throughout NIPS.

Our report 1.12 In Chapter 2 we set out the context to our deliberations, the evidence we received and our recommendation for basic pay. In Chapter 3 we address other, more targeted proposals, from the parties.

1.13 Our secretariat is provided by the Office of Manpower Economics. We are very grateful for the help and support they provide, without which we could not fulfil our remit effectively.

Chapter 2: Evidence and context

Multi-year deal 2007-08 to 2009-10

2.1 Our starting point was an assessment of what the parties had delivered under the three-year deal, summarised in Chapter 1. The agreed pay uplift had been conditional on the achievement of a 10 per cent reduction in the Target Staffing Level (TSL), and we had previously confirmed this reduction had been made in the first year and then maintained in each of the following two years and therefore recommended pay accordingly. NIPS emphasised that the agreement directly enabled it to deliver its value for money commitments as part of the 2007 Comprehensive Spending Review and also contributed to enhancements of the regime for prisoners. In evidence to us this year all the parties confirmed their view that the three-year deal had been delivered and expressed a desire to work towards a further long-term deal. However, they recognised it would not be possible to reach such an agreement in the time frame of this round. Mindful of their wish to secure a further multi-year deal, we have sought this year to make recommendations for a one-year bridging award which could pave the way for further work between the parties. We recognise that any longer-term deal would need to demonstrate further substantial efficiency gains and improvements to service delivery.

Strategic direction

2.2 In evidence NIPS set out its view that it was at a crossroads in terms of approach and direction. Historically its focus had been on security and managing terrorist prisoners, and the security situation remained a serious concern (see paragraph 2.21 below). Looking forward however, both NIPS and the trade unions are clear that significant cultural change is required in order for the Service to meet the demands now facing it. In its evidence NIPS said it was working together with the trade unions to:

- refocus NIPS' culture to address the needs of individual inmates;
- endorse the values of NIPS;
- put in place arrangements to deliver programmes and activities to address offending behaviour;
- develop prisoner engagement;
- reduce overall costs;
- revise existing deployment arrangements to maximise efficiency and effectiveness; and
- change the remuneration package, recognising the changing and developing staff roles, in a manner consistent with Government pay policy.

Staffing – recruitment and retention

2.3 At 31 August 2009 NIPS had 1,893 staff against a target of 1,939, an overall deficit of 46. Ninety-two per cent of staff were on their pay scale maxima or were in grades without incremental pay progression.

2.4 Between 1 April and 31 August the TSL increased by 50. Most of the additional posts were at Maghaberry where new accommodation at Braid House and the visits facility within Mourne House were introduced. Within the overall TSL the requirement for operational support grades (OSGs) increased by 180, while that for officers decreased by 144, continuing the trend of replacing officers with support grades.

2.5 While the overall number of staff was 46 below the TSL the picture varied by grade. There was a deficit of nine governors (against a target of 46), a deficit of 33 senior officers (SOs) and principal officers (POs) (against a target of 247), a surplus of 133 prison officers (against a target of 983) and a deficit of other uniformed staff of 137 (against a target of 663).

2.6 Main grade officers (MGOs) were last recruited in 1993. Since the start of the current three-year deal in April 2007 NIPS has recruited 43 night custody officers (NCOs), 62 prisoner custody officers (PCOs), 10 nurse officers and 112 OSGs. In 2008-09, only 67 personnel left NIPS, 49 of whom retired. Retention rates remained high in the early part of 2009-10 with just 17 leavers between April and August 2009.

2.7 In the 12 months prior to the existing three-year deal overtime payments were made to a value of £5.7 million. It was expected that the reduction in TSL achieved as part of the three-year deal would result in a reduced need for overtime working. In the calendar year 2008 the value of overtime payments had reduced to £4.3 million and in the calendar year 2009 further reduced to £1.6 million.

The economic context

2.8 NIPS evidence included the Government's assessment of the general economic context and the outlook for the economy in 2010-11. This emphasised that the impact of the global financial crisis on economic activity had been more severe than expected and that public finances had been profoundly affected with an unexpectedly large public sector borrowing requirement. The Government expected 2010-11 to be a challenging period for the global economy and the impact on confidence and activity from the financial crisis had led to high levels of uncertainty over economic prospects. UK GDP growth was forecast at 1¼ per cent in 2010² with a progressive pick-up in growth through 2010 and 2011. Pay Review Body decisions for 2010-11 would, the Government stressed, have medium-term implications for both employment and the public finances. The Chief Secretary to the Treasury wrote on 5 October 2009 emphasising that for groups covered by Review Bodies, other than those in multi-year deals, the Government was seeking awards of up to 1 per cent, with no increase for senior groups.

2.9 The Government evidence also set out the implications of wider economic developments for public sector pay decisions. It predicted that recruitment and retention would remain healthy across the public sector in 2010-11, aided by an increase in the perceived value of defined benefit pensions and greater job security. Given the tighter environment for spending, the Government considered pay restraint was a key factor in protecting public service quality.

2.10 In deciding on pay recommendations for 2010-11, the Government asked PSPRB to:

- consider the implications of decisions on pay in 2010-11 on employment and the Government's finances in the medium-term;
- recognise that there are competing priorities for spending on pay which may contribute more to public servants' ability to do their jobs and outcomes for the taxpayer;
- note the significant investment in frontline workforces made by the Government both in terms of pay and workforce numbers;
- note the healthy recruitment and retention position; and
- recommend a targeted approach within workforces where possible to deliver best value for money.

² Budget 2009 and Pre-Budget Report 2009, HM Treasury

2.11 In the Government's view, wider labour market indicators also supported pay restraint. Vacancies were close to their lowest level since comparable records began in 2001 and unemployment and redundancies had risen sharply through the first half of 2009. It also pointed out that pay freezes had become more common in the private sector and that independent forecasters expected unemployment to remain high for some time. The Government noted that average earnings growth in the public sector remained strong but was at an 'historical low' in the private sector and, it argued, wage growth would remain subdued through 2010-11.

Latest economic data – general

2.12 For most of 2009 inflation fell but then increased in November and December. The CPI fell below target, to 1.1 per cent in September, before rising to 2.9 per cent in December 2009. The RPI remained negative until October 2009, reaching a low of -1.6 per cent in June, but increased to 2.4 per cent in December 2009.

2.13 Average whole economy earnings, including bonuses, increased by 1.6 per cent in the three months to November 2009, compared with the same period a year earlier. Private sector earnings rose by 1.3 per cent compared with growth in the public sector of 2.7 per cent. The median of independent forecasts³ is for average earnings growth of 1.3 per cent across the economy as a whole in the final quarter of 2009 and 2.2 per cent in the fourth quarter of 2010.

2.14 Employment was 28.9 million in the three months to November 2009. This was 450,000 lower than a year earlier and 15,000 lower than in the previous three months. Unemployment was 2.5 million, 510,000 higher than a year earlier and little changed from the previous three months.

Northern Ireland economic data

2.15 The Government economic evidence focused on the UK picture and provided no evidence specific to Northern Ireland. In future years we expect this deficiency to be rectified. Employment and unemployment data for Northern Ireland in the three months to November 2009 shows:

- employment was 764,000; sixteen thousand lower than a year earlier but eighteen thousand higher than in the previous three months;
- unemployment was 56,000; twenty thousand higher than a year earlier but little changed compared with the previous three months.

2.16 On earnings the 2009 Annual Survey of Hours and Earnings (ASHE) showed that in Northern Ireland:

- median full time earnings at April 2009 were £22,900⁴, 5.1 per cent higher than a year earlier. This was a higher rate of increase than the 2.0 per cent observed across the UK, although UK median earnings at £25,500⁴ remained above those of Northern Ireland;
- the salaries of main grade officers on the scale maximum compared well with the salaries for full time employees across Northern Ireland. Those on the pre-2002 maximum earn 76 per cent more than the overall Northern Ireland median and those on the post-2002 maximum earn 42 per cent more than the median.

³ Forecast for the UK Economy 20/01/10, HM Treasury

⁴ Salaries are grossed up median weekly earnings for full time employees taken from the 2009 Annual Survey of Hours and Earnings (ASHE).

2.17 In their evidence on the economic and labour market context, both the POA and the PGA drew attention to the impact of cost of living increases on their members. In oral evidence the POA emphasised the level of electricity prices, which were high and rising sharply compared to those in the rest of the United Kingdom. This was a particular burden for those staff who had a need for enhanced security systems. The POA also noted that, although housing had historically been cheaper in Northern Ireland than in the rest of the UK, housing costs had risen dramatically over recent years. Furthermore, limited public transport meant that staff needed to have a car to get to work, and their unsocial working hours meant families needed a second car, for example to enable their children to be taken to school. This represented an additional financial burden.

Affordability 2.18 In its evidence NIPS said it was facing significant financial pressures. In 2008-09 it made efficiency savings of £7.5 million against a target of £7.8 million. In 2009-10 it needs to deliver £10 million of savings, from a Net Operating Cost of £140 million, to keep within its budget, with the expectation that further savings will be required in the coming years.

2.19 In 2008-09 NIPS had a target to ensure that the average cost per prisoner place did not exceed £81,500. At an actual average cost per place of £81,340 this target was met. However, a further cut of 3.2 per cent is required to meet the 2009-10 target of £78,750, of which staffing costs make a significant contribution.

Morale and motivation 2.20 The last year has been testing for NIPS and its staff, and there was recognition from all the parties in their evidence that a combination of issues had created problems which combined to damage morale and motivation. There had been critical reports from HM Chief Inspector of Prisons on two out of the three institutions, Maghaberry and Hydebank Wood. The circumstances surrounding the death in custody of an at-risk prisoner had a significant impact, and consequential management action flowing from the Pearson Report and the Prison Ombudsman investigation affected industrial relations for a time. It led to tensions between NIPS and the PGA over the replacement of the governor and deputy governor at Maghaberry, and a dispute with the POA over the wider application of disciplinary procedures.

2.21 There were also more general concerns arising from the worsening of the security situation, with three paramilitary murders in the community in the six months to August 2009, and an assessment by the Security Authorities that the threat to prison officers had increased and was substantial. Finally, there were concerns that new sentencing procedures had meant longer sentences for some, which would lead to long-term pressures on the prison population.

2.22 Against this difficult background NIPS met all but one of its Key Performance Targets in 2008-09 and is on course to do so again in 2009-10. The one target that was missed in 2008-09 related to sickness absence. However, in October 2008 new absence management procedures which focused on the management of long-term sickness absence were introduced. The latest forecast for 2009-10 is for an average of 10.5 days absence per officer, compared with a target of 11 days and the average of 14.5 days absence for 2008-09. These averages conceal large differences between individual establishments. In 2008-09 there was an average of 6.3 days absence at Magilligan, 9.4 days at Maghaberry and 16.5 days at Hydebank Wood. The management of sickness absence had also given rise to tensions in industrial relations.

2.23 In its evidence the POA emphasised its view that the way to retain and motivate staff was through their salary and working conditions. The loyalty and commitment of staff, shown by their willingness to work additional hours over and above their contracted level should be recognised. The POA pointed out that staff are owed almost 38,000 hours, worth approximately three-quarters of a million pounds.

2.24 The PGA said they understood the economic climate and the constraints on public finances. Nevertheless they felt an award was justified by the range of significant challenges facing governors: the delivery of savings of £10 million over 2009-10 and 2010-11; the implementation at local level of the Criminal Justice Order 2008, and the delivery of new accommodation at a time of rising prisoner population. These challenges were accentuated by their having to operate in a difficult and demanding environment with a twenty per cent deficit in substantive governor numbers.

2.25 We take account of all these different considerations in reaching our recommendations which are set out below and in Chapter 3.

Basic pay award

2.26 The Secretary of State's remit letter asked us to consider realistic and affordable basic pay levels for the remit group, to recruit, retain and motivate, within the context of the economic and market factors in which NIPS operates. It also asked us to consider specifically recommendations targeting problems on nurse officer recruitment and on the governor 5 scale. These are dealt with in Chapter 3.

2.27 In setting out its priorities for 2010-11, NIPS asked for an award which would be affordable and consistent with reducing the cost per prisoner place, and in line with Government pay policy. It also sought an award which would leave it well placed to pursue its longer-term objective of negotiating a multi-year pay package in the following period. NIPS made the following specific proposals:

- an increase in basic pay of up to 1 per cent, payable on 1 April 2010;
 - the award for night patrol officers, MGOs (pre-2002), and governor grades award to be applied through spinal progression;
 - the award for MGOs (post-2002) to be applied by a revalorisation of all scale points;
 - the awards for POs, SOs, NCOs, PCOs, senior prisoner custody officers (SPCOs) and OSGs to be applied by increases in the single salary point;
- minimum and maximum of MGOs and governor grades to be increased by up to two spinal points or 1 per cent as appropriate;
- night patrol officer maximum to be increased by up to two spinal points;

2.28 Both the POA and the PGA proposed a basic award of 2 per cent for the grades they represent, which they considered recognised affordability pressures but also took account of the cost of living and the need to sustain morale and motivation.

Analysis and recommendation

2.29 Our terms of reference require us to take account of the available evidence on recruitment, retention, motivation, local labour market conditions, legal obligations on NIPS, affordability constraints, and the Government's inflation target.

2.30 The staffing data overall showed the actual staffing level 2.4 per cent below target, with a surplus of officer grades and deficits of governors and other grades. Overall retention rates remained high in NIPS as they have done for a number of years. Recruitment campaigns have tended to focus on NCOs, PCOs, and OSGs and have been broadly successful in recruiting the numbers required, although there have been some problems recruiting the required number of nurse officers.

2.31 As set out in paragraph 2.16, the evidence shows that NIPS salaries are already well placed within the Northern Ireland economy. On the broader economic environment, we acknowledge the POA evidence on recent increases in electricity and housing costs, and in particular their concern about the impact of the former on those staff who need enhanced security systems. We understand that NIPS pays the installation and maintenance costs of additional measures but we were surprised that NIPS does not contribute to the running costs of these systems.

2.32 We heard no evidence this year that bore directly on the legal obligations on NIPS in relation to anti-discrimination legislation.

2.33 We heard a strong message from both the PGA and the POA that morale had worsened in the last year. NIPS also recognised that it had been a difficult year. As set out in paragraphs 2.20-22 above, a number of factors had in the last year impacted on morale. In oral evidence the Minister said that any increase to basic pay would need to be modest given the broader economic and affordability context, but he recognised that an across-the-board increase would have benefits in terms of maintaining morale and motivation, and in keeping the good faith of the workforce, at a time when the prospect of a further multi-year deal could provide the opportunity to deliver reform.

2.34 On affordability, whilst the Government evidence emphasised the importance of pay restraint in the public sector given the difficult wider climate on public expenditure, the nature of pay scales and systems in NIPS mean that the costs associated with incremental progression are low, either because staff are already on the scale maximum or are on spot rates. We therefore judged that there was some margin for an increase in base pay rates if it was justified by other evidence.

2.35 We considered, and invited the parties' views on, the possible use of a minimum cash increase ("cash underpin") as part of our recommendations. This would have benefited particularly those staff on lower basic rates of pay. However, in the light of discussion on the potential impact on morale and motivation, we concluded such an award would not effectively signal to all staff the value attached to their contribution, particularly those staff whose long experience is so important to the effective delivery of the Northern Ireland Prison Service.

2.36 Overall the evidence suggests that NIPS' pay rates are generally well placed against those available in the Northern Ireland economy as a whole, retention rates are high and in most instances NIPS is able to recruit the staff it needs. The affordability constraints placed on NIPS, the need further to reduce the average cost per prisoner place and the Government's emphasis on pay restraint also informed our deliberations. Nevertheless, we have been conscious of the efforts made by staff to deliver efficiencies promised under the three-year deal, and of the shared commitment of the parties to work towards a further multi-year deal which will continue to support reform. We also acknowledge the impact that heightened security concerns have on NIPS staff.

2.37 In our judgement it will be particularly important to maintain the morale and motivation of staff in the coming months, to ensure their continued commitment to delivery of efficiency gains at a challenging time for NIPS, and to pave the way for a further multi-year deal. Given the wider labour market context and absence of recruitment and retention problems, it is difficult to justify an award higher than 1 per cent. We were mindful however that any recommendation we make should not have a negative impact on morale, which an award below 1 per cent would risk doing. Accordingly, we recommend a 1 per cent increase in base pay for all grades.

Recommendation 1: We recommend a consolidated increase in basic pay of 1 per cent, to be achieved through spinal progression, for night patrol officers, main grade officers (pre-2002), auxiliaries and governor grades. To allow this change to take place we also recommend that the minimum and maximum of the scales for these groups be increased by two spinal points. The effect of this recommendation is set out at Appendix B.

Recommendation 2: We recommend a consolidated increase in basic pay of 1 per cent, to be achieved through revalorisation of the pay point(s), for principal officers, senior officers, main grade officers (post-2002), night custody officers, prisoner custody officers, senior prisoner custody officers and operational support grades. The effect of this recommendation is set out at Appendix B.

Chapter 3: Targeted measures

- Introduction** 3.1 This chapter sets out our analysis and recommendations in the light of proposals from the parties covering, the governor 5 scale, nurse officers and the OSG/PCO differential. We also set out our recommendations on specialist and other allowances.
- Governor 5 scale** 3.2 In NIPS, governors progress through their pay scales based on performance. Currently the highest performing governors are able to move up to 4 scale points (equivalent to a 2 per cent increase in pay) each year. As the governor 5 scale is 24 points long it takes at least six years for a high performing governor to move from the minimum to the maximum of that scale. The scales for the other governor grades are between 13 and 17 points, meaning that governors on those grades are able to move between the minimum and maximum more quickly than their colleagues at governor 5. NIPS is proposing that a new 12-point scale be introduced for governor 5s which would bring it more in line with the length of the other governor scales. Both the PGA and POA support the introduction of a 12-point scale for the governor 5 grade.
- 3.3 NIPS proposes that the existing scale minimum and maximum are retained and that a number of intermediate points are removed, leaving just 12 points in all rather than the existing 24. This will allow governor 5s to move between minimum and maximum over broadly the same period as other governor grades.
- 3.4 The PGA agreed with the principle of shortening the governor 5 scale to 12 points, but told us in oral evidence that they thought the most appropriate way to bring this about was to remove the bottom 12 points from the existing 24-point scale. The PGA were concerned that the existing differential between the governor 5 scale of £44,488 to £49,896 and the maximum pay for pre-2002 POs of £44,663 was not sufficient. It proposed removing the points from the bottom of the scale, so that its starting point was £47,232, which, they said, would represent a move towards a more appropriate differential between the two grades. In oral evidence PGA pointed out that there is a governor 5 trainee salary, which had not been used for at least 20 years, but it was important, if external recruitment was to take place, that this trainee rate be positioned appropriately against the external market, and also set at the right level against the salaries of those promoted to governor 5 from within the organisation.
- 3.5 NIPS argued that, when existing experienced POs were promoted to governor 5, the need to guarantee them an increase in pay of at least 10 per cent on promotion meant that rather than moving to the governor 5 scale minimum they moved to a point close to the scale maximum. This meant that the difference between the PO scale maximum and the governor 5 scale minimum had little practical importance. It pointed out that in future more promotions to governor 5 would come from staff who had started service from 2002 onwards, for whom there was already a considerable differential between the post-2002 PO maximum and the minimum of governor 5. If the PGA proposal was the basis for change then those promoted to PO on the post-2002 scales would receive an increase of 36 per cent on promotion to governor 5.

3.6 We are supportive of the parties' proposals to bring the length of the governor 5 scale more in line with those for the other governor grades. We note the PGA's concerns about the difference between the existing salaries for experienced POs and governor 5s, but believe this has little practical impact, as most promotees are actually paid a salary significantly higher than the governor 5 scale minimum. Indeed, of the 19 governor 5s in post at the end of August 2009, 17 were already on the scale maximum. We note that the existing structure means that pre-2002 POs are moved almost to the top of the governor 5 scale on promotion, whilst those who may be less experienced will receive an increase on promotion to governor 5 of almost 30 per cent. Neither of these arrangements is ideal. NIPS told us it has in mind a longer-term review of the governor grades, in the light of the findings of the current roles and recommendations project. In this context we recommend that NIPS review the relationship between pay for governor grades and the pay for those who will move into the governor grades. In the meantime, recognising that all the parties want to move to a shorter governor 5 scale we recommend that this be done by removing an appropriate number of intermediate points as proposed by NIPS. The details are set out in Appendix B.

Recommendation 3: We recommend that the governor 5 scale should be a 12-point scale with the minimum at scale point 221 and the maximum at scale point 244. Details are set out at Appendix B.

Nurse officers 3.7 NIPS have reported significant difficulties recruiting and retaining nurse officers in the face of competition from the NHS. It has had two recruitment campaigns in the last year and was unable to recruit the necessary numbers at existing salaries. Nurse officers also have a turnover rate of 7 per cent, far in excess of that for other staff grades. Overall at the end of 2009 they were 6 per cent short against the TSL. NIPS expects shortly to have to increase the TSL for nurse officers and also to conduct further recruitment campaigns. To overcome these difficulties NIPS propose a Qualified Nurse Premium Payment of £2,500 per annum, to reflect the difference in pay for nurses of similar experience employed by NIPS, and those employed by the NHS. The payment would be pensionable and paid to nurse officers, senior and principal nurse officers on the post-2002 scales.

3.8 The POA recognises that NIPS is attempting to address the issue of differentials between nurses pay in the NHS and in NIPS but do not feel a premium payment as proposed by NIPS is sufficient. The Union said that the jobs in the two services are very different, with those working in NIPS also having to deal with the security aspect and with patients not co-operating with their treatment. To give a clear demonstration of the benefit of working in NIPS, the POA argued that nurse officers should be recruited onto the salary scale of prison officers recruited prior to 2002.

3.9 Given the continuing difficulties faced by NIPS in recruiting and retaining sufficient nurse officers we believe NIPS needs to evaluate alternative ways of providing nursing services in the prison environment, such as the model increasingly used in the Prison Service in England and Wales where nursing services are provided by the local NHS. Nevertheless we recognise that action needs to be taken now to address the immediate recruitment problem. We agree with the POA that there is a difference in the working environment for nurses in NIPS as compared to staff in the NHS, but we do not consider the degree of challenge is necessarily greater overall. It is not clear whether the difficulties NIPS has in maintaining staffing levels are due simply to relative pay differences or are due to the reluctance of qualified nurses to work in a prison environment. This makes it difficult to judge, in advance, the right level of any pay premium. We recognise that after adjusting for differences in working hours, pension arrangements and shift premia the £2,500 payment would bring NIPS salaries broadly in line with those of the NHS. Therefore, in the first instance, we endorse the introduction of such a premium payment, at this level and on a temporary basis. Care will need to be taken to ensure that, whilst in use, the level of the payment remains appropriate. NIPS needs to make clear to current and future staff that the payment is a market supplement which can be reduced or withdrawn should the recruitment and retention position improve significantly.

3.10 Although we endorse the introduction of a premium payment on a temporary basis we urge NIPS to put in place a more appropriate longer-term solution. We look forward to this being addressed in the evidence for our next report.

Recommendation 4: We recommend the introduction of a Qualified Nurse Premium Payment of £2,500 per annum. This market supplement would be pensionable and would apply to those nurse officers, senior and principal nurse officers on the post-2002 scales. Details are set out at Appendix B.

Prisoner custody officers (PCOs) and senior prisoner custody officers (SPCOs)

3.11 The POA proposed that the hourly rate of pay for PCOs be increased to that of OSGs to reflect the responsibilities they carry serving the courts of Northern Ireland. The hourly rate for SPCOs would also need to be increased by a similar amount. Recognising that OSGs work a 39 hour week, the Union estimated that the difference in the hourly rate between PCOs and OSGs is 97 pence per hour (or 11.3 per cent). The POA noted that, unlike OSGs, PCOs spent much of their time working with prisoners and since the escort service had been brought in-house, PCOs had done a good job escorting prisoners between prison and the courts. The POA did acknowledge that there were no particular difficulties recruiting and retaining PCOs at the moment but, should employment prospects improve, NIPS may face difficulties retaining existing PCOs.

3.12 In its oral evidence NIPS said that the main reason for the difference in hourly rates arose because OSGs worked shifts and an element of their pay reflected this. The PCOs were brought into NIPS under TUPE when the escort service was brought in-house. NIPS pointed out that the escort service remained subject to external competition and that any additional increase in pay for PCOs and SPCOs would feed through into additional costs and might impact on the chances of the work remaining in-house.

3.13 On our visit to Northern Ireland prisons last year we were able to meet a number of PCOs who were able to give us an insight into their role. Whilst the extent of prisoner contact for this grade was often higher than that for OSGs we also noted that PCOs were able to undertake their role without the need for shift work. Coupled with the lack of recruitment and retention difficulties at the moment for PCOs we do not endorse the POA proposal to change the hourly rate for PCOs to bring it in line with that for OSGs. We will however want to continue to meet PCOs on our visits to ensure an up-to-date understanding of their work, and we will keep the position under review.

Allowances 3.14 We had no specific direction to consider specialist and other allowances. All allowances were frozen at 2006 rates as part of the three-year deal and none of the parties made any proposals to increase allowances in their written evidence this year. In oral evidence NIPS said its intention was to phase out allowances in the longer-term. In the absence of proposals from any of the parties to increase allowances, we concluded that all allowances should remain at their current levels.

Recommendation 5: We recommend that all specialist and other allowances remain at their current level. The effect of this recommendation is set out at Appendix C.

Chapter 4: Conclusions

Overall cost of our recommendations

4.1 Our recommendations this year represent a paybill cost of £1 million, or 1.2 per cent.

Looking forward to the next round

4.2 All the parties recognise that change is needed, and confirmed to us that the last three-year deal had delivered benefits to the Service and its staff. Our recommendations this year are therefore expressly intended to bridge the gap between the end of that deal, and the hoped for negotiation of a further multi-year deal. We were impressed by the extent to which all the parties appear committed to working towards this goal, notwithstanding some difficult moments in industrial relations in 2009. We encourage them to continue their constructive dialogue and hope to see, in time for our next round, proposals from the parties which will help address the immediate needs of NIPS and its staff. We hope the Government will recognise the importance of such a pay deal in securing continuing staff co-operation to work with NIPS on long-term reform and cultural change.

4.3 The focus of our detailed work next round will depend on the extent to which the parties have made progress towards a multi-year deal. We stand ready to assist by considering proposals whenever that might be helpful. We hope in any case that NIPS will be able to bring forward proposals for resolving specific problems on which we have been asked to comment in recent pay rounds, including a long-term solution to problems with recruitment and retention of nurse officers, and the review of the governor grades in the light of progress on its current examination of roles and responsibilities.

Jerry Cope (Chair)

Henrietta Campbell

Richard Childs

Bronwen Curtis

John Davies

David Lebrecht

Joe Magee

Peter Riach

Appendix A: Remit letter from the Secretary of State



NORTHERN IRELAND OFFICE

11 MILLBANK

LONDON SW1P 4PN

THE SECRETARY OF STATE

30th August 2009

A handwritten signature in black ink, appearing to read 'Ben Stanger'.

I am writing to set out the issues on which the Government seeks the advice of the Prison Service Pay Review Body in respect of the Northern Ireland Prison Service for the period beginning 1 April 2010.

I am required to give you directions under Regulation 4 of the Prison Service (Pay Review Body) Regulations 2001 as to the considerations to which you are to have regard. These directions supplement your Standing Terms of Reference.

The primary considerations for the award with effect from 1 April 2010 are:

- (1) that it should be affordable and consistent with the Department's PSA target to reduce the cost per prisoner place;
- (2) consistent with the Government's pay policy; and
- (3) that it is consistent with our longer term objective of negotiating a multi year pay package in the following period.

You are aware that the current 3 year pay and efficiency package created an environment which allowed us to make significant improvements in performance. It would be our preference to negotiate a further multi year package, but we have recently gone through a challenging period of industrial relations and the environment was not right to engage with the staff associations on the

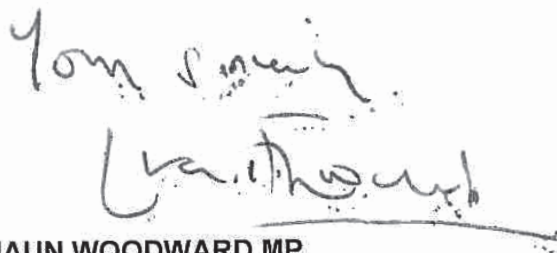
development of a such package. The recent resolution of the withdrawal of goodwill has cleared the air and we have started to develop proposals for change. However, a lot of work is required and at this stage we cannot be certain that we can reach agreement in time for you complete your considerations for next year. In light of this, I would invite you to consider a single year award which would come into play if agreement cannot be reached in time on a multi-year package.

In looking at a one year proposal, I would invite you to have regard to the following matters;

- (a) to consider realistic and affordable basic pay levels for Prison Officer Grades, Support Grades and Prison Governor Grades (the remit group) to recruit, retain and motivate, within the context of economic and market factors in which the Service operates;
 - (b) to consider the appropriateness of the current starting pay and maximum of the pay range of each grade within the remit group and the current pay differentials;
 - (c) to consider a Qualified Nurse Premium Payment for nurse officers to address pay differentials between NHS and NIPS;
- to consider a revised pay scale for Governors 5.

I require the Prison Service Pay Review Body to report to the Prime Minister, to me and to the Director of the Northern Ireland Prison Service the results of the examination of these matters as they think fit, in time for the Government to take decisions on the report in early 2010. I will then arrange for your report to be published.

I look forward to receiving your recommendations in due course. In the meantime, I have asked Robin Masefield to keep you abreast of developments.

A handwritten signature in black ink, appearing to read 'Shaun Woodward', written over a horizontal line.

RT HON SHAUN WOODWARD MP
SECRETARY OF STATE FOR NORTHERN IRELAND

Appendix B: Current and recommended pay levels for 1 April 2010

Governor grades			Recommended range from 1 April 2010 £ per annum (<i>spine point</i>)
Grade		Current range £ per annum (<i>spine point</i>)	
Governor 1	Maximum	79,750 (336)	80,550 (338)
	Minimum	74,006 (321)	74,747 (323)
Governor 2	Maximum	71,465 (314)	72,183 (316)
	Minimum	67,307 (302)	67,983 (304)
Governor 3	Maximum	62,143 (286)	62,766 (288)
	Minimum	58,240 (273)	58,824 (275)
Governor 4	Maximum	54,857 (261)	55,407 (263)
	Minimum	50,648 (245)	51,156 (247)
Governor 5	Maximum	49,896 (242)	50,396 (244)
	Minimum	44,488 (219)	44,934 (221)
	Trainee rate	37,178 (183)	37,551 (185)

Officers, support grades and other grades

<i>Grade</i>		<i>Current range £ per annum (spine point)</i>	<i>Recommended range from 1 April 2010 £ per annum (spine point)</i>
Officers (Pre-2002)			
Principal officer		44,663	45,110
Senior officer		40,427	40,831
Main grade officer	Maximum	36,993 (182)	37,364 (184)
	Minimum	19,344 (52)	19,538 (54)
Officers (Post-2002)			
Principal officer		34,618	34,964
Senior officer		31,803	32,121
Main grade officer	Year 6	29,807	30,105
	Year 5	28,923	29,212
	Year 4	27,959	28,239
	Year 3	26,031	26,291
	Year 2	25,067	25,318
	Year 1	24,103	24,344
	Entry	22,175	22,397
Auxiliary	Maximum	21,374 (72)	21,588 (74)
Night patrol officer	Maximum	18,271 (NP64)	18,454 (NP66)
	Minimum	15,810 (NP35)	15,969 (NP37)
Night custody officer		21,148	21,359
Operational support grade		19,402	19,596
		<i>Current rate £ per hour</i>	<i>Recommended from 1 April 2010 rate £ per hour</i>
Senior prisoner custody officer		9.42	9.51
Prisoner custody officer		8.56	8.65

Notes

1. The range for night patrol officers is on a separate spinal table to other remit group staff.
2. For both spinal tables, the value of each spinal point is 0.5 per cent higher than the previous point.
3. Nurse officers, senior and principal nurse officers on the post-2002 scales will receive a Qualified Nurse Premium Payment of £2,500 per annum.
4. The governor 5 scale will use only the following spinal points: 221, 224, 226, 228, 230, 232, 234, 236, 238, 240, 242 and 244.

Spinal Scales¹ (1-338) – Auxiliary, Officer and Governor Grades

Point	£ per annum	Point	£ per annum	Point	£ per annum	Point	£ per annum
338	80,550	294	64,673	250	51,927	206	41,694
337	80,149	293	64,351	249	51,669	205	41,487
336	79,750	292	64,031	248	51,412	204	41,281
335	79,354	291	63,712	247	51,156	203	41,076
334	78,960	290	63,395	246	50,901	202	40,872
333	78,567	289	63,080	245	50,648	201	40,669
332	78,177	288	62,766	244	50,396	200	40,467
331	77,788	287	62,454	243	50,145	199	40,266
330	77,401	286	62,143	242	49,896	198	40,066
329	77,016	285	61,834	241	49,648	197	39,867
328	76,633	284	61,526	240	49,401	196	39,669
327	76,252	283	61,220	239	49,155	195	39,472
326	75,873	282	60,915	238	48,910	194	39,276
325	75,496	281	60,612	237	48,667	193	39,081
324	75,120	280	60,310	236	48,425	192	38,887
323	74,747	279	60,010	235	48,184	191	38,694
322	74,376	278	59,711	234	47,944	190	38,501
321	74,006	277	59,414	233	47,705	189	38,309
320	73,638	276	59,118	232	47,468	188	38,118
319	73,272	275	58,824	231	47,232	187	37,928
318	72,907	274	58,531	230	46,997	186	37,739
317	72,544	273	58,240	229	46,763	185	37,551
316	72,183	272	57,950	228	46,530	184	37,364
315	71,823	271	57,662	227	46,299	183	37,178
314	71,465	270	57,375	226	46,069	182	36,993
313	71,109	269	57,090	225	45,840	181	36,809
312	70,755	268	56,806	224	45,612	180	36,626
311	70,402	267	56,523	223	45,385	179	36,444
310	70,051	266	56,242	222	45,159	178	36,263
309	69,702	265	55,962	221	44,934	177	36,083
308	69,355	264	55,684	220	44,710	176	35,903
307	69,009	263	55,407	219	44,488	175	35,724
306	68,665	262	55,131	218	44,267	174	35,546
305	68,323	261	54,857	217	44,047	173	35,369
304	67,983	260	54,584	216	43,828	172	35,193
303	67,644	259	54,312	215	43,610	171	35,018
302	67,307	258	54,042	214	43,393	170	34,844
301	66,972	257	53,773	213	43,177	169	34,671
300	66,638	256	53,505	212	42,962	168	34,499
299	66,306	255	53,239	211	42,748	167	34,327
298	65,976	254	52,974	210	42,535	166	34,156
297	65,648	253	52,710	209	42,323	165	33,986
296	65,321	252	52,448	208	42,112	164	33,817
295	64,996	251	52,187	207	41,902	163	33,649

Spinal Scales¹ (1-338) – Auxiliary, Officer and Governor Grades (continued)

Point	£ per annum	Point	£ per annum	Point	£ per annum	Point	£ per annum
162	33,482	120	27,153	78	22,023	36	17,861
161	33,315	119	27,018	77	21,913	35	17,772
160	33,149	118	26,884	76	21,804	34	17,684
159	32,984	117	26,750	75	21,696	33	17,596
158	32,820	116	26,617	74	21,588	32	17,508
157	32,657	115	26,485	73	21,481	31	17,421
156	32,495	114	26,353	72	21,374	30	17,334
155	32,333	113	26,222	71	21,268	29	17,248
154	32,172	112	26,092	70	21,162	28	17,162
153	32,012	111	25,962	69	21,057	27	17,077
152	31,853	110	25,833	68	20,952	26	16,992
151	31,695	109	25,704	67	20,848	25	16,907
150	31,537	108	25,576	66	20,744	24	16,823
149	31,380	107	25,449	65	20,641	23	16,739
148	31,224	106	25,322	64	20,538	22	16,656
147	31,069	105	25,196	63	20,436	21	16,573
146	30,914	104	25,071	62	20,334	20	16,491
145	30,760	103	24,946	61	20,233	19	16,409
144	30,607	102	24,822	60	20,132	18	16,327
143	30,455	101	24,699	59	20,032	17	16,246
142	30,303	100	24,576	58	19,932	16	16,165
141	30,152	99	24,454	57	19,833	15	16,085
140	30,002	98	24,332	56	19,734	14	16,005
139	29,853	97	24,211	55	19,636	13	15,925
138	29,704	96	24,091	54	19,538	12	15,846
137	29,556	95	23,971	53	19,441	11	15,767
136	29,409	94	23,852	52	19,344	10	15,689
135	29,263	93	23,733	51	19,248	9	15,611
134	29,117	92	23,615	50	19,152	8	15,533
133	28,972	91	23,498	49	19,057	7	15,456
132	28,828	90	23,381	48	18,962	6	15,379
131	28,685	89	23,265	47	18,868	5	15,302
130	28,542	88	23,149	46	18,774	4	15,226
129	28,400	87	23,034	45	18,681	3	15,150
128	28,259	86	22,919	44	18,588	2	15,075
127	28,118	85	22,805	43	18,496	1	15,000
126	27,978	84	22,692	42	18,404		
125	27,839	83	22,579	41	18,312		
124	27,700	82	22,467	40	18,221		
123	27,562	81	22,355	39	18,130		
122	27,425	80	22,244	38	18,040		
121	27,289	79	22,133	37	17,950		

Spinal Scales¹ (1-66) – Night Patrol Officers

Point	£ per annum	Point	£ per annum	Point	£ per annum	Point	£ per annum
NP66	18,454	NP48	16,869	NP30	15,421	NP12	14,097
NP65	18,362	NP47	16,786	NP29	15,344	NP11	14,026
NP64	18,271	NP46	16,702	NP28	15,268	NP10	13,956
NP63	18,180	NP45	16,619	NP27	15,192	NP9	13,887
NP62	18,090	NP44	16,536	NP26	15,116	NP8	13,818
NP61	18,000	NP43	16,454	NP25	15,041	NP7	13,749
NP60	17,910	NP42	16,372	NP24	14,966	NP6	13,681
NP59	17,821	NP41	16,291	NP23	14,892	NP5	13,613
NP58	17,732	NP40	16,210	NP22	14,817	NP4	13,545
NP57	17,644	NP39	16,129	NP21	14,744	NP3	13,478
NP56	17,556	NP38	16,048	NP20	14,671	NP2	13,411
NP55	17,469	NP37	15,969	NP19	14,597	NP1	13,344
NP54	17,382	NP36	15,889	NP18	14,525		
NP53	17,295	NP35	15,810	NP17	14,453		
NP52	17,209	NP34	15,732	NP16	14,381		
NP51	17,124	NP33	15,653	NP15	14,309		
NP50	17,039	NP32	15,576	NP14	14,238		
NP49	16,954	NP31	15,498	NP13	14,167		

¹ Each point on the spinal scale is 0.5 per cent higher than the previous point.

Appendix C: Current and recommended allowances

We recommend that all specialist and other allowances remain at their current level

	Level from 1 April 2010 £ per annum
<i>Specialist allowances¹</i>	
Librarian	679
Dog handler	723
Physical education instructor	723
Groundsman	723
Hospital officer	814
Emergency control room staff	852
Works officer	949
Laundry officer	1,062
Caterer	1,118
Weapons officer	1,118
Fire officer	1,132
Instructor ²	1,183
	1,490
Firearms officer	2,322
<i>Other allowances³</i>	
Dog grooming allowance	4,526
Boot allowance	92.80
Clothing allowance	603.65

¹ Specialist allowances are not paid to new staff entering these specialisms. Those in receipt of allowances continue to receive them on a protected basis while they remain in their specialism.

² The two different rates of payment relate to the different skills levels.

³ Paid to all officer grade staff who meet the eligibility criteria for payment.



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