

FROM THE OFFICE OF THE MINISTER OF JUSTICE



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Dr Peter Knight CBE
Chair
Prison Service Pay Review Body
Office of Manpower Economics
6th Floor
Victoria House
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London
WC1B 4AD

24 March 2014

Dear Dr Knight

PRISON SERVICE PAY REVIEW BODY REMIT 2014/15

I am writing to outline the context in which I am asking the Prison Service Pay Review Body (PSPRB) to note the pay proposals for the Northern Ireland Prison Service (NIPS) for 2014/15 which Management have agreed with the trade unions.

In the 2011 Autumn Statement the Chancellor of the Exchequer announced that public sector pay awards would average at one per cent for the two years following the pay freeze. The 2013 Spending Round continues the 1% limit to 2015/16. The Northern Ireland Prison Service is seeking a remit in excess of this, but it should be noted that many grades will receive an increase of 1%. The additional costs relate to contractual progression, contractual increments to Custody Officers following successful

completion of the Certificate of Competence, and an increase to the supplementary risk allowance.

2014/15 Remit

Sue McAllister and Ronnie Armour updated the PSPRB on progress with the Reform programme during your visit to the NIPS in September. 2013/14 is Year 3 of the Corporate Plan with a focus on delivering cultural change thereby underpinning the transformation of NIPS into a modern, efficient Service and to deliver improved outcomes for offenders and the public.

The pay proposals include:

- An increase of 1% for the following grades: Senior Officer (pre 2002), Main Grade Officer (pre and post 2002), Operational Support Grade, Night Custody Officer, and the three Prisoner Escort and Court Custody Service grades of Principal Prisoner Custody Officer, Senior Prisoner Custody Officer, and Prisoner Custody Officer. The Custody Officer pay points will increase by 1% (except the band minimum which will increase by 3%). Decisions will need to be made in relation to closed grades following the grading review and the consequences discussed with trade union side.
- New pay scales are being introduced following the restructuring of the Governor grades, and for Senior Officer (post 2002). This year this will result in differing pay increases based on individual pay points but will be at least 1% at Governor grades and Senior Officer (post 2002) to allow for assimilation to the new pay scales followed by one step progression. There will no longer be differential progression on the basis of box marks, nor will there be non consolidated performance bonuses for Governor grades.
- Increasing the supplementary risk allowance from £1,320 to £2,000 per annum

- Delay of the consideration of a move from 39 hours to 37 hours for uniformed grades. There will be a review to consider this afresh during the course of the 2016/17 financial year.

- A change to promotion rules from Main Grade Officer to Senior Officer and a change to the rules governing pay on promotion with effect from 1 April 2014.

These proposals are currently with DFP to consider from a public sector pay policy perspective. NIPS Management will update the Prison Review Body Secretariat on their response in due course. In conclusion, I am pleased to be able to inform the Pay Review Body there will be a joint submission this year from NIPS Management and the trade unions which will provide further detail within the next week.



DAVID FORD MLA
Minister of Justice