



Prison Service Pay Review Body

Eighth Report
on
Northern Ireland
2012

Chair: Dr Peter Knight CBE



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Presented to the
Minister of Justice (Northern Ireland)
March 2012

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Glossary of terms

ASHE	Annual Survey of Hours and Earnings
CJINI	Criminal Justice Inspection Northern Ireland
CPI	consumer prices index
DFP	Department of Finance and Personnel
DOJ	Department of Justice
GDP	gross domestic product
MGO	main grade officer
MLA	Member of the Legislative Assembly (Northern Ireland)
NCO	night custody officer
NIPS	Northern Ireland Prison Service
OBR	Office for Budget Responsibility
OME	Office of Manpower Economics
ONS	Office for National Statistics
OSG	operational support grade
PECCS	Prisoner Escorting and Court Custody Service
PGA	Prison Governors Association
PCO	prisoner custody officer
PO	principal officer
POA	The Professional Trades Union for Prison, Correctional and Secure Psychiatric Workers
PPCO	principal prisoner custody officer
PSPRB	Prison Service Pay Review Body
RPI	retail prices index
SEE	Strategic Efficiency and Effectiveness Programme
SO	senior officer
SPCO	senior prisoner custody officer
TOM	Target Operating Model
TSL	Target Staffing Level

The Northern Ireland Prison Service 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 31 January 2012 of 1,749.

It had staff costs of some £91 million in 2010-2011, of which £75 million related to the paybill for our remit group.

The composition of our remit group is shown below.

Our remit group in Northern Ireland as at 31 August 2011

<i>Grade</i>	<i>Staff in post¹</i>	<i>%</i>
Governor grades	37	2.1
Officer grades ²	1,232	70.3
Support and other grades ³	484	27.6
Total	1,753	100.0

1 Full-time equivalents

2 Includes main grade officers, senior officers and principal officers

3 Includes night custody officers, prisoner custody officers, senior prisoner custody officers, officer support grades and healthcare assistants

Source: Northern Ireland Prison Service Agency

Prison Service Pay Review Body 2012 Report on Northern Ireland

Summary

Our key recommendations are:

- A consolidated increase of £250 for night custody officers, operational support grades and healthcare assistants to apply from 1 April 2012;
- A consolidated increase of £0.12 per hour for prisoner custody officers and senior prisoner custody officers to apply from 1 April 2012;
- The allowance payable to those staff who are required to work in accommodation housing prisoners engaged in a dirty protest to be £8.00 per day for periods of less than 4 hours and £16.00 per day for periods of 4 hours or more.

In his remit letter the Minister again asked us to make recommendations only for those in the remit group paid £21,000 or less, in line with the Northern Ireland Executive's public sector pay policy freezing the pay of those paid more than this threshold. He also asked that we urgently consider the issue of the allowance payable to staff required to work in accommodation housing prisoners engaged in a dirty protest.

Although the Service said it would submit evidence only for employees paid a full-time equivalent of £21,000 or less, it did supply us with data on staffing levels, recruitment and retention, and the use of overtime covering the remit group as a whole. This allows us to keep in touch with issues affecting all staff, for whom we expect to make recommendations following the pay freeze.

We received submissions from the Northern Ireland Prison Service (NIPS), the POA and the Prison Governors Association (PGA) and heard oral evidence from them and from the Minister of Justice, David Ford MLA, in Belfast in January 2012. We also met staff at all levels during our visit in July 2011 to all three prison establishments and to the Prisoner Escorting and Court Custody Service (PECCS) at Laganside Court.

Context and evidence

Since we completed our 2011 report the Prison Review Team, led by Dame Anne Owers, produced interim and final reports identifying the extent and the depth of problems facing the Service and made 40 recommendations. The Minister and Colin McConnell, the Director General of NIPS, formally launched the Strategic Effectiveness and Efficiency Programme, the vehicle for delivering the changes recommended by the Review Team by 2015, the same period over which the Service must also manage a £39 million reduction in resources, equivalent to an annual saving of 13.4 per cent.

The Service is developing new Target Operating Models at each establishment, involving the introduction of new uniformed grades, fewer management grades, lower ratios of staff to prisoners and potentially a shorter working week for uniformed staff. In order to introduce these changes the Service launched a Voluntary Early Retirement Scheme for staff aged 50 or over, and expected 450 volunteers. It also expects a further 200 staff to leave the Service over the next five years and wants to recruit 400 new staff into a new custody officer grade. As we

were completing our report the Service wrote to say it was about to advertise for 200 custody officers, to be appointed in 2012-13 with an annual starting salary of £18,000 rising to £23,000.

The Service recommended an increase in basic pay of £250 for night custody officers, operational support grades and healthcare assistants and an increase in the hourly rate for prisoner custody officers and senior prisoner custody officers equivalent to an annual increase of £250 for those working full-time. The POA did not submit any proposals for its members paid up to £21,000. The failure to provide any evidence on this issue impeded our deliberations. We do not think this approach is in the best interests of the POA's members.

Both NIPS and the POA asked us to look urgently at the allowance paid to staff required to work in accommodation housing prisoners engaged in a dirty protest.

Our recommendations on pay for 2012

We saw no evidence to suggest pay rates are insufficient to recruit and retain staff. In any case there is little recruitment taking place at present and the numbers choosing to leave the Service, other than by early retirement, remain low. The financial constraints and Northern Ireland labour market also point to a low award. Although inflation remains high and staff are likely to see an increase in their pension contributions, on balance we do not believe there is sufficient evidence to justify an award in excess of £250 a year.

Both NIPS and the POA asked us to produce a recommendation before submitting this report on the allowance payable to staff required to work in accommodation housing prisoners engaged in a dirty protest. When the allowance was last increased in 2002 it was at a similar level to that in England and Wales. However, recommendations we made subsequently relating to the Service in England and Wales meant that the value of the allowance paid there had become 15 per cent higher than in Northern Ireland. We noted the particular circumstances of Northern Ireland where a dirty protest may be organised, prolonged and involve a significant number of prisoners and we recommended that the allowance be increased to £8 per day for periods of less than 4 hours and £16 per day for periods of 4 hours or more. That recommendation has since been accepted and implemented.

Looking ahead

The Service is undertaking a far-reaching change programme and we think it sensible that it is looking to learn from the experience of other Services in the United Kingdom and across Europe that have experienced significant change.

We recognise that this is a challenging time in which to conduct industrial relations. However, we have seen that NIPS and the POA have been able to work together to introduce change in the past, for example the three-year pay and efficiency deal between 2007 and 2010, and we would urge them to work together again to move the Service forward.

We are also mindful that the successful delivery of change is dependent on managers at local level exhibiting effective leadership and communication skills, which will require the Service to ensure these leaders have the skills and resources required to introduce this change.

We are clear it is NIPS's role to manage the Service and that the nature of any structural change will be for it and the trade unions to discuss and implement. We are equally clear it is our role to price any new grades or structures that are introduced and the parties should bring forward pay proposals for us to consider before the introduction of any new grades.

Chapter 1: Introduction

- Our role and terms of reference**
- 1.1 This is our eighth report as an independent Pay Review Body for Prison Service staff within our remit in Northern Ireland, and the second in which we make recommendations to its devolved administration. We report separately for England and Wales. Our remit does not apply to Scotland where separate pay negotiating arrangements apply.
- 1.2 Our main task under our standing terms of reference, reproduced at Appendix A, is to recommend rates of pay in the light of the evidence presented to us, taking account of any directions that may be contained in the remit letter from the Minister of Justice.
- Outcome of our last report¹**
- 1.3 In our 2011 report we recommended:
- A consolidated basic pay increase of £250 for night custody officers, operational support grades and healthcare assistants;
 - A consolidated basic pay increase of £0.12 per hour for prisoner custody officers and senior prisoner custody officers; and
 - That night patrol officers be paid at a single rate of £18,704.
- 1.4 That report was submitted to the Northern Ireland Minister of Justice in February 2011 and our recommendations were accepted and implemented in full.
- Remit letter**
- 1.5 We received a remit letter for this report from the Minister of Justice, David Ford MLA, dated 11 October 2011 (Appendix B). The letter:
- Confirmed that the pay freeze for all public sector workers (except for full-time equivalents paid £21,000 or less per year), announced by the Chancellor of the Exchequer in the Budget on 22 June 2010, would continue to apply to staff groups who were subject to the Northern Ireland Executive's pay policy, which included staff in the Northern Ireland Prison Service (NIPS);
 - Said that the Service would submit evidence for employees paid a full-time equivalent of £21,000 or less, but would not submit evidence or seek recommendations on a pay uplift for those groups paid more than £21,000; and
 - Asked that we urgently consider the issue of the allowance payable to staff required to work in accommodation housing prisoners engaged in a dirty protest.
- 1.6 The letter also said it was important that the Review Body be fully briefed on planned structural changes that NIPS plan as part of the implementation of its Strategic Efficiency and Effectiveness Programme, which in turn will be developed in the context of the Review of Prisons Report undertaken by Dame Anne Owers.
- Evidence base**
- 1.7 Our recommendations are based on our independent judgement of the written and oral submissions made to us by the Northern Ireland Department of Justice, NIPS, the POA and the Prison Governors Association (PGA) and the information received from our visits to prison establishments.

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

Written and oral evidence

1.8 Having received our remit letter for this review, we received written submissions from the interested parties in October 2011.

1.9 We heard oral evidence, in Belfast, on 5 January 2012, from the Minister of Justice, David Ford MLA, and Colin McConnell, Director General of NIPS, with other NIPS officials. We also met separately representatives of the PGA, Pat Maguire and Dennis Chirgwin, and the POA, Finlay Spratt and June Robinson.

Visits to prison establishments

1.10 In July 2011 we visited Maghaberry, Magilligan and Hydebank Wood and also met staff serving in the Prisoner Escorting and Court Custody Service (PECCS) at Laganside Court. This is an important aspect of our work, allowing us to meet remit group members and also their representatives in the POA and PGA. In relation to all the visits, we recognise the time and effort required of those involved and we are pleased to take this opportunity to thank all those who organised the visits, participated in discussion groups, acted as guides on a tour or spoke to us as we moved around the establishment.

Our report

1.11 In Chapter 2 we set out the context in which we have conducted this round, and summarise the main points made by the parties in their evidence. In Chapter 3 we make our recommendations on pay for 2012 and in Chapter 4 we comment on some wider issues to which we believe the parties should give attention in the coming year.

1.12 Our secretariat is provided by the Office of Manpower Economics.

Chapter 2: Context and evidence

Context 2.1 Since we completed our 2011 report, the Prison Review Team, led by Dame Anne Owers, produced two reports on the extent and the depth of the problems faced by the Northern Ireland Prison Service (NIPS) and proposed solutions. In March 2011 the Minister of Finance and Personnel set before the Assembly the final budget, setting the financial parameters for the next four years. In June 2011 the Service formally launched its Strategic Efficiency and Effectiveness (SEE) Programme, the vehicle for delivering the fundamental changes recommended by the Review Team. We comment briefly below on these developments, and the main points made in evidence from the parties, before turning to our recommendations in Chapter 3.

Owers Review

2.2 As part of the agreement on devolution, NIPS was committed to 'keep the management of prisons under review to ensure that conditions of detention, management, and oversight are appropriate and custody is a safe environment for vulnerable people'.

2.3 An independent review team, led by Dame Anne Owers (formerly HM Chief Inspector of Prisons), was formed in June 2010 and published two reports in 2011. The first, interim, report published in February 2011, set out the problems faced by the Service and what it believed the solutions should be. Amongst the issues highlighted were the need for improvements in governance, leadership, culture and operational working practices. It took the view that gradual or piecemeal incremental improvements were not sufficient and a high-level and well resourced change programme was needed. The final report, published by the Review Team in October 2011 began by saying it was disappointing and disturbing that little had changed since publication of the interim report, before setting out a series of 40 recommendations which included: the reconfiguring of Maghaberry into three 'mini-prison' areas; the replacement or refurbishment of Magilligan; that Hydebank Wood become a secure college; the provision of a small custodial facility for women; and the agreement of a new operating model for the staffing of prisons to be agreed within six months.

Strategic Efficiency and Effectiveness (SEE) Programme

2.4 In June 2011 the Minister, David Ford MLA, and Colin McConnell, Director General of NIPS, formally launched the SEE Programme which they described as a four-year change management programme designed to deliver end-to-end reform of the prison service by 2015. Its aims included the redesign of the operational delivery model, the development of a culture of staff performance and accountability, delivering value for money and enhancing public protection while placing the offender at the centre of all that the Service does. This is the vehicle by which the recommendations of the Prison Review Team are to be carried forward.

2.5 Aspects of the programme which impact on our deliberations this year include the development of a new Target Operating Model and a Voluntary Early Retirement Scheme for staff.

Target Operating Model

2.6 The Service is proposing the introduction of a new national core day focused on ensuring staff have the maximum opportunity to work with offenders to address and reduce their risk of re-offending. To facilitate this, NIPS is developing new Target Operating Models at each establishment to deliver efficient staff profiles and shift patterns. This involves the introduction of new uniformed grades, fewer management grades, lower ratios of staff to prisoners and potentially a shorter working week for uniformed staff.

Voluntary Early Retirement Scheme

2.7 In order to help bring staffing levels in line with the Target Operating Model, NIPS launched a Voluntary Early Retirement Scheme for staff aged 50 or over on 8 November 2011. There were around 650 members of staff in this category (over one-third of the workforce) of whom almost all expressed an interest in the scheme. NIPS said that once staff have had the opportunity to assess the package on offer it expected 450 volunteers for the scheme, who would start to leave the Service from 31 March 2012.

2.8 NIPS also expected a further 200 members of staff to leave the Service through retirement over the next five years. At the same time it wanted to recruit 400 staff into a new custody officer grade, focusing on tasks such as prisoner supervision, lock and unlock, prisoner and staff searching, and prisoner movements. NIPS wrote to us on 15 February 2012 to say that it planned to appoint up to 200 custody officers in 2012-13 and notices were about to appear in the local press advertising these posts, with an annual salary starting at £18,000, rising to £23,000. The Service and the POA had discussed, but not been able to reach agreement on the terms and conditions, including salary, to be attached to these posts. We look forward to receiving evidence from the parties on custody officers as part of the next round. NIPS plans to recruit a further 200 custody officers from 2013-14 onwards and is also considering how to integrate the existing operational support grades (OSGs) and night custody officer grades into this new grade.

Spending Review

2.9 The outcome of the UK Spending Review was announced in Westminster on 20 October 2010. The settlement for Northern Ireland, as set out in the Northern Ireland Budget for 2011-15, showed a real terms reduction in current spending of 8 per cent between 2010-11 and 2014-15 and a 40 per cent real terms reduction in capital spending over the same period. The settlement for the Department of Justice, agreed with the Executive, is equivalent to a 3.9 per cent cash reduction in current expenditure by the end of 2014-15. For the Service there will be a £39 million reduction in resources over four years, resulting in an annual saving of 13.4 per cent by 2014-15.

Public sector pay policy

2.10 In June 2010 the Chancellor of the Exchequer announced a two-year pay freeze for all public sector workforces, with the exception of those paid a full-time equivalent salary of £21,000 a year or less. This policy has also been applied to Northern Ireland staff groups subject to the Northern Ireland Executive's pay policy which includes NIPS staff.

2.11 This means that we have again been asked to make recommendations on a narrower range of staff than usual. All governors and officer grades earn more than a full-time equivalent salary of £21,000 a year and are therefore outside the scope of our remit this year. Those groups covered by the remit this year are night custody officers, senior prisoner custody officers, prisoner custody officers, healthcare assistants and operational support grades. At 31 August 2011 NIPS had 1,750 staff in post, of whom just over 480, with basic consolidated pay of around £9 million, are in those groups for whom we make recommendations in this report.

2.12 The Independent Public Service Pensions Commission, chaired by Lord Hutton, published its final report in March 2011. It recommended a number of reforms which the Westminster Government accepted and used as a basis for consultation with trades unions. The Government intends public servants, including NIPS staff as members of the Civil Service pension schemes, to increase their contributions, with effect from April 2012. The details are still being discussed although the Government has said it expects contributions to increase in 2012-13 by up to 2.4 per cent, for those paid over £60,000 a year while for those paid between £15,000 and £21,000 a year there should be an increase of no more than 0.6 percentage points.

Economic context

2.13 The April 2011 Annual Survey of Hours and Earnings (ASHE) showed that in Northern Ireland:

- Median gross weekly full-time earnings were £451, 3.0 per cent higher than a year earlier. This was a higher rate of increase than observed across the United Kingdom (UK) as a whole (0.4 per cent), where full-time weekly median earnings were £501;
- Full-time employees had the lowest median gross weekly earnings at April 2011 across the UK regions;
- Median gross weekly full-time earnings in the public sector were £558, slightly higher than in the UK as a whole, £556;
- Median gross weekly full-time earnings in the public sector were 42 per cent higher than in the private sector. Across the UK as a whole public sector earnings were 17 per cent higher than in the private sector;
- The annual salary of operational support grades (OSGs) was 16 per cent below median full-time earnings in Northern Ireland. The maximum point on the OSG pay scale in England and Wales was 30 per cent below median full-time earnings in England and Wales.

2.14 Consumer prices data published by the Office for National Statistics cover the whole of the UK and do not separately identify price levels or changes in Northern Ireland. The latest data, for January 2012, showed that the consumer prices index (CPI) grew by 3.6 per cent and the retail prices index (RPI) grew by 3.9 per cent. Although both indices have fallen in each of the last four months, during 2011 CPI growth did not fall below 4 per cent and RPI growth had been above 4 per cent in each of the previous twenty two months. The median of independent forecasts in February 2012 for the final quarter of 2012 is for CPI to be at 1.9 per cent and RPI to be at 2.7 per cent. These compare with the OBR forecasts² made in November 2011 for CPI to be at 2.4 per cent and RPI to be at 2.8 per cent.

2.15 The latest labour market data for Northern Ireland showed that in the three months to December 2011:

- Employment was 800,000, twenty-six thousand higher than a year earlier and one thousand higher than three months earlier;
- The employment rate was 67.5 per cent (of those aged 16-64), 1.7 percentage points higher than a year earlier and unchanged from three months earlier;
- Unemployment was 62,000, five thousand lower than a year earlier and unchanged from three months earlier; and

² Office for Budget Responsibility published its *Economic and Fiscal Outlook* in November 2011

- The unemployment rate was 7.2 per cent, 0.8 percentage points lower than a year earlier and 0.1 percentage points lower than three months earlier.

Data from the Quarterly Employment Survey, which measures the number of jobs rather than the number of persons in employment showed that in the three months to September 2011:

- The number of employee jobs was 698,400, 8,700 lower than a year earlier and 750 lower than three months earlier; and
- The number of private sector jobs increased by 1,100 whilst the number of public sector jobs decreased by 1,900 compared with the previous three months.

Population 2.16 The prison population rose strongly through 2011 and at the end of January 2012 stood at 1,749, 16 per cent higher than a year earlier. The cost per prisoner place reduced from £90,300 in 2006-07 to £73,800 in 2010-11, against a target of £76,500.

Recruitment and retention 2.17 At 31 August 2011 there were 484 staff in the grades not covered by the pay freeze, against a target of 677, with most of the deficit at OSG, although there were also deficits of prisoner custody officers and night custody officers. While NIPS has done very little recruiting to these grades since 2009 we heard no evidence to suggest NIPS is unable to recruit good quality staff. We heard that the Service was deliberately carrying prisoner custody officer vacancies in the Prisoner Escorting and Court Custody Service (PECCS), ahead of a planned market test of the service in 2012. Also, the rate at which other support grades have been recruited has been linked to the small number of main grade officers that leave the Service each year, so leaving limited scope for recruitment. Excluding officer and governor grades, retention remains high, 23 people left the Service in 2010-11, and just 12 in the first five months of 2011-12.

2.18 Most overtime payments are made to staff in the officer grades. Nevertheless there is significant use of overtime by staff in the PECCS group. In 2010-11 payments worth £193,000 were made to staff in PECCS, little changed from 2009-10 but significantly lower than in the previous two years. In our last report we asked that the parties provide us with detailed evidence on the working patterns for this group to identify whether the incidence of overtime affected any particular location or a minority of staff in particular. NIPS provided us with data that showed PECCS staff worked almost 34,000 hours overtime in the 12 months to August 2011, an average of almost 17 hours per year, per person. Staff in the West, the North and the Maghaberry base worked almost twice as much overtime per head as staff in Mid-Ulster, the South, and Antrim. At officer level payments were over £1.5 million in 2010-11 compared with just under £1 million in 2009-10.

Morale and motivation 2.19 NIPS continued to meet most of its key targets, again meeting 9 of its 11 Key Performance Indicators in 2010-11. However, once more, the missed targets related to the number of training days received by staff and failure to reduce absenteeism to 11 days a year per head. In 2010-11 the average number of days lost through absence for each member of staff rose to 13.5 from 12.6 in 2009-10. This is above the target of 11 days and the first recorded increase since 2007-08.

2.20 NIPS said that a combination of sickness absence and restrictive practices meant that it was not possible to remove staff from the workplace to take advantage of training opportunities.

Basic pay award 2.21 Consistent with the approach to pay set out in the Minister's remit letter, the Service evidence sought recommendations only for those groups paid £21,000 or less. NIPS made the following specific proposals, with effect from 1 April 2012:

- An increase in basic pay of £250 for night custody officers (NCOs), operational support grades (OSGs) and healthcare assistants; and
- An increase in the hourly rate for prisoner custody officers (PCOs) and senior prisoner custody officers (SPCOs) equivalent to an annual increase of £250 for those working full-time.

2.22 The POA made no proposals because it had no confidence that any proposal it made would be accepted by PSPRB.

2.23 The Prisoner Governors Association (PGA) acknowledged that the public sector pay freeze policy applied by the Northern Ireland Executive still applied to its members and again did not submit a basic pay proposal.

Other issues 2.24 Both the Minister of Justice and the POA asked us to look urgently at the allowance paid to staff required to work in accommodation housing prisoners engaged in a dirty protest. We addressed this issue and made a recommendation to the Minister in November. This is covered in more detail in Chapter 3.

2.25 Our analysis and recommendations on these proposals are set out in Chapter 3.

Chapter 3: Our recommendations on pay for 2012

Introduction

3.1 Our terms of reference require us to take account of evidence in a number of areas, including: recruitment; retention; motivation; local labour market conditions; legal obligations on the Northern Ireland Prison Service (NIPS); and affordability.

3.2 For a second year the application of a pay freeze for public sector workforces paid more than £21,000 a year means that our recommendation on basic pay does not apply to governors and prison officer grades, almost three-quarters of the remit group. The majority of staff will again see no increase in their pay, because of the pay freeze, and very few personnel will gain from incremental progression.

3.3 The Service has asked us to consider three issues it sees as key. The first of these is the need for transformational change in NIPS, as highlighted by the Prison Review Team, in a number of areas including governance, leadership, culture and operational working practices. The second issue is the Spending Review settlement for Northern Ireland which means an 8 per cent real decline in current expenditure and a 40 per cent decline in capital investment, and will see NIPS budget decline by £39 million over four years. Finally NIPS see a need for pay levels in the Service to be brought into line with the rest of the United Kingdom as it moves away from the security focused culture of the past.

3.4 At the end of August 2011 there were 136 operational support grades (OSGs) in post against a target of 293. Although there is a large deficit against the target, outflow remains low, with just six OSGs leaving the Service in the 17 months to August 2011. The deficit was linked to the slow rate at which main grade officers leave the Service, limiting the scope for OSG recruitment within budget.

3.5 At the end of August 2011 there were 168 night custody officers (NCOs) in post, against a target of 180. Outflow at this grade is also low, with just 12 leaving in the 17 months to August 2011. NCOs were last recruited in 2008.

3.6 Once NIPS introduces the planned new custody officer grade the OSG and NCO grades will in effect be closed. NIPS have no plans to recruit to either grade in the future and are considering how to integrate existing staff in these grades into the custody officer grade.

3.7 Although NIPS currently employs a number of healthcare assistants these staff are expected to transfer to the South Eastern Health and Social Care Trust on 1 April 2012.

3.8 Prisoner custody officers and senior prisoner custody officers are employed as part of the Prisoner Escorting and Court Custody Service (PECCS). In October 2010, Criminal Justice Inspection Northern Ireland recommended that the PECCS and the escorting services of the Police Service Northern Ireland and Woodlands Juvenile Justice be market tested. NIPS has chosen to run the PECCS below its staffing complement and has deployed other prison staff on overtime to cover the gaps. In its written evidence the POA said it had proposed to NIPS that the cost of the escorting service be reduced by replacing principal officers in PECCS with principal prisoner custody officers (PPCOs) on a lower salary. In its oral evidence the Service said it recognised the need for this new grade and were discussing its introduction with the Department of Finance and Personnel (DFP). On 15 February 2012 NIPS wrote to say it had received clearance from DFP to introduce the new grade, and that it had advertised within the Service for 3 PPCOs, with an annual salary of £23,000. It also said that the POA had been consulted on and was content with the salary and job descriptions.

Recommendations – basic pay

Recommendations on pay increases for those paid £21,000 or under

3.9 The Government evidence sought a consolidated increase worth £250 a year for those paid a full-time salary of £21,000 or less based on a standard 39 hour week. This covers healthcare assistants, night custody officers, operational support grades, senior prisoner custody officers and prisoner custody officers. This equates to an increase of between 1.16% and 1.45%, dependent on grade. No recommendation for night patrol officers was required as all staff in the grade had been re-graded to night custody officer.

3.10 Guidance from the DFP says that those paid below £21,000 will receive a consolidated pay increase of at least £250, although NIPS did not think it was appropriate to propose an increase greater than £250 for any particular grade. It argued that the financial constraints it was working under were such that it was unable to afford to pay any more. It was also mindful of pay in the rest of the Northern Ireland economy, noting that pay levels in the public sector were already 40 per cent higher than in the private sector and that an increase of £250 would allow staff to keep pace with other public sector groups.

3.11 The POA did not make a proposal for this group of staff this year. In our 2011 report we did not endorse the POA proposal for a 4 per cent increase for staff paid £21,000 or under and it said it had no confidence the situation would be any different this year and as such there was not much point in making a proposal. When pressed, in oral evidence, the POA said it would like to see an award that kept pace with price inflation.

3.12 There is little evidence to suggest that pay rates are insufficient to recruit and retain staff with little recruitment having taken place and the numbers choosing to leave the Service, other than by early retirement, remaining low. Combined with the financial constraints faced by NIPS, these all point to a low award. We note some signs of improvement in the latest labour market data and understand the impact of high inflation on the real purchasing power of all staff in the Service, not just those covered by the pay freeze. We also acknowledge that many staff are likely to see an increase in their pension contributions, although those paid below £21,000 a year will see a smaller increase.

3.13 On balance we do not believe there is sufficient evidence to justify an award in excess of the £250 a year proposed by NIPS. We therefore recommend a £250 consolidated increase to the annual pay scales for OSGs, night custody officers and healthcare assistants and an increase in hourly rates equivalent to an annual increase of £250 for prisoner custody officers and senior prisoner custody officers.

Recommendation 1: We recommend a consolidated increase of £250 for night custody officers, operational support grades and healthcare assistants. The effect of this recommendation is set out at Appendix F.

Recommendation 2: We recommend a consolidated increase of £0.12 per hour for prisoner custody officers and senior prisoner custody officers. The effect of this recommendation is set out at Appendix F.

Allowance for working in dirty protest conditions

3.14 When members of PSPRB visited HMP Maghaberry in July 2011 both staff at the prison and the POA raised the allowance paid to staff working in dirty protest conditions. Although the Service and the POA had been discussing the level of the allowance, they both asked us to consider this urgently and submit a recommendation ahead of our main report.

3.15 In October 2011, 35 prisoners at Maghaberry were involved in a dirty protest. This includes smearing excrement on the walls and door of their cells, or spilling liquid (urine and excrement) out of their cells onto the landing. The Dirty Protest allowance is paid to officers whose duties involve working in the accommodation of protesting prisoners.

3.16 The allowance had two rates: £5.00 per day where contact time is less than 4 hours per day and £10.00 per day where contact time is 4 hours or more per day. The last time the rates were changed was 2002 and this was the first time this issue has been brought before the Prison Service Pay Review Body. During 2010-11 just over 3,000 payments worth £66,000 were made to 502 officers at Maghaberry.

3.17 The POA proposed that the allowance be increased from £10 per day, when contact time is 4 hours or more per day, to £20 per day. It described regularly having to work in atrocious conditions, with protective clothing and footwear. The POA also pointed out in its evidence that the latest protest involved a large number of prisoners and had been going on for several months and that the allowance was last changed in April 2002.

3.18 NIPS thought the allowance should remain unchanged, although it did note that the value of the equivalent allowance in England and Wales was £5.75 per day of contact time of less than 4 hours and £11.50 per day for contact time of 4 hours or more.

3.19 In July 2011 when PSPRB visited Maghaberry, members were able to speak to officers working in the accommodation of prisoners engaged in the dirty protest, and discussed the issue with POA officials and NIPS management. When the allowance was last increased in 2002 it was to a level similar to that paid in England and Wales. Recommendations that we made between 2003 and 2008 relating to the Service in England and Wales meant that the value of the allowance paid there increased to 15 per cent above that in Northern Ireland. We considered NIPS's evidence asking that the allowance remain at its current level. However, we noted the particular circumstances of Northern Ireland where a dirty protest may be organised, prolonged and involve a significant number of prisoners and we believed an increase was justified. On 3 November 2011 we wrote to the Minister of Justice (Appendix D) recommending that the allowance payable to those staff who are required to work in accommodation housing prisoners engaged in a dirty protest be increased to £8 per day for periods less than 4 hours and £16 per day for periods of 4 hours or more.

Recommendation 3: We recommend that the allowance payable to those staff who are required to work in accommodation housing prisoners engaged in a dirty protest be increased to £8.00 per day for periods of less than 4 hours and £16.00 per day for periods of 4 hours or more. The effect of this recommendation is set out at Appendix G.

3.20 The Minister wrote to us on 12 November 2011 (Appendix E) to accept our recommendation and when we visited Northern Ireland to hear oral evidence in January 2012 we heard that our recommendation had been implemented.

Cost of recommendations

3.21 Our recommendations add £190,000 to the total paybill in 2012-13.

Chapter 4: Looking ahead

Introduction 4.1 This is the second year of a two-year policy freezing the pay of those public sector workers paid over £21,000 a year. As last year, we wish to comment in this chapter on issues to which we feel the parties should give attention, especially in the light of the major structural changes that the Service will be undertaking over the next four years.

Management of change 4.2 The Service is undertaking a far-reaching programme of change. In oral evidence the Northern Ireland Prison Service (NIPS) said that it was looking at Services in other parts of the United Kingdom and Europe that have experienced significant change and we would encourage it to learn from the experience of others.

4.3 Although industrial relations are a matter for the parties, we were concerned that there appears to have been a worsening in industrial relations between the Service and the POA in the last year. We recognise that in a period where major change has been recommended and a programme put in place to implement it there is the increased potential for disagreement. However NIPS and the POA have been able to work together to introduce change in the past, such as the three-year pay and efficiency deal which ran from 2007 to 2010. We believe the benefits of introducing change are likely to be enhanced if the management and the workforce, and its representatives, are able to work together to agree and implement that change.

4.4 Conversely we were encouraged that the Director General has the support and confidence of the Prison Governors Association (PGA) who said that this was a once in a generation opportunity to transform the Service and that it was confident that the senior management vision could be delivered. However, we are mindful that the scale and scope of change are such that managers at local level, many of whom will be PGA members, will need to exhibit effective leadership and communication skills if the necessary changes are to be successfully implemented. Senior managers will need to ensure that their local management on the ground has the skills and resources required to introduce this change.

4.5 We note that in each of the last two years the Service has missed its performance target for the amount of staff training undertaken. Given the large numbers of new staff the Service hopes to recruit and the large proportion of existing staff who may be asked to undertake a role different from their current role we believe the provision of appropriate training will be crucial to the success of the change programme and the confidence and motivation of the staff involved.

4.6 To help us know about and better understand the changes as they take place it would be helpful if the Service and the trades unions were able to provide us with an update at the time of our 2012 visit.

Role of the Review Body 4.7 We are clear that it is NIPS's role to manage the Service and that the nature of any structural change will be for it and the trades unions to discuss and implement. We are equally clear that it is our role to price any new grades or structures that are introduced. We are content for the parties to discuss the rates of pay that would apply to any particular grade and would welcome joint evidence whenever the parties are able to reach agreement. However, the parties should bring pay proposals forward for us to consider, before the introduction of any new grades.

4.8 We have said many times we are a body that make recommendations based on the evidence and proposals put to us. Usually part of our work involves testing the merits of competing proposals, but only if more than one party makes a proposal. This year the POA did not submit any proposals to us in their evidence for a pay increase for those staff not covered by the pay freeze. We understand the union was disappointed that we did not endorse the proposals it made last year, but we do not believe it is acting in the best interests of its membership by failing to make a proposal this year. This made it harder for us to challenge the proposal from the Service. We therefore strongly encourage the POA to submit pay proposals next year for the grades from which they draw their membership.

Government pay policy

4.9 In June 2010 the Westminster Government announced a two-year pay policy of freezing the pay of those public servants paid more than £21,000 a year, with increases of at least £250 for those paid up to this threshold. The Northern Ireland Executive applied a similar policy to Northern Ireland staff groups, including those working in NIPS, for 2011-12 and 2012-13. In his Autumn Statement 2011 the Chancellor of the Exchequer announced a further two years of public sector pay restraint and that the Government would be asking for public sector pay awards that averaged 1 per cent. It is unclear, at the time of writing this report, whether the Northern Ireland Executive will choose to adopt a similar policy.

4.10 In the Autumn Statement the Chancellor announced that the Westminster Government would ask the independent pay review bodies how public sector pay can be made more responsive to local labour markets. We have been asked to look at it in respect of operational prison service staff in England and Wales and to make recommendations that could be implemented from 2013-14 onwards. The Northern Ireland Minister for Finance and Personnel has since written to us to register the Northern Ireland Executive's interest in the findings of this work and to ask that we send him a copy of any report once it is available.

Peter Knight (Chair)

John Beath

Richard Childs

Bronwen Curtis

John Davies

Joe Magee

Vilma Patterson

Trevor Spires

Appendix A: 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 and 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 Minister of Justice, Northern Ireland.

Appendix B: Remit letter from the Minister of Justice, Northern Ireland

FROM THE OFFICE OF THE MINISTER OF JUSTICE



Department of
Justice
www.dojni.gov.uk

Minister's Office
Block B, Castle Buildings
Stormont Estate
Ballymiscaw
Belfast
BT4 3SG
Tel: 028 90528121
Fax: 028 90528434
Teletext: 028 90527668
private.office@dojni.x.gsi.gov.uk

Your ref:
Our ref: SUB/1863/2011

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

11 October 2011

Dear Dr Knight

PRISON SERVICE PAY REVIEW BODY REMIT 2012/13

I am writing to outline the context on which I am seeking the advice of the Prison Service Pay Review Body (PSPRB) in respect of the Northern Ireland Prison Service.

As you know, in light of the exceptional economic circumstances, the Chancellor of the Exchequer announced a two year pay freeze for all public sector workers (except for full time equivalents earning £21,000 or less per year) as part of his 22 June 2010 Emergency Budget. The pay freeze continues to apply to all Northern Ireland staff groups and is in line with the Northern Ireland Executive's pay policy; which includes remit group staff in the Northern Ireland Prison Service.

2012/13 Remit

I will be submitting detailed written evidence by 21 October in respect of those employees within the remit group earning a full-time equivalent of £21,000 or less.

FROM THE OFFICE OF THE MINISTER OF JUSTICE



For those groups earning above £21,000, I will not submit evidence or seek recommendations on pay uplift.

I would be grateful if the Review Body could report its recommendations in respect of remit group employees earning the full equivalent of £21,000 or less to me by the end of February 2012.

It is important that in considering pay for the Northern Ireland Prison Service the Review Body is fully briefed on the development of the our Strategic Efficiency and Effectiveness Review and the structural changes that we plan as a result of the implementation of that Programme. I am conscious that Ronnie Armour briefed you and your colleagues when visiting Belfast in July. Further detail will be provided when we submit our written evidence, and again when we meet in November. As you know the Programme is being taken forward in the context of the Review of Prisons undertaken by Dame Anne Owers and her team. Dame Anne's Final Report is due in October 2011.

In closing I should be grateful if you would consider one further issue that was discussed with you when you met Colin McConnell. As you know POA representatives have sought an increase (from £10 to £20) in the allowance payable to those staff who are required to work in accommodation housing prisoners engaged in a 'dirty protest'. I should be grateful if you could consider this issue urgently and let me have your recommendations.

Yours

David Ford

DAVID FORD MLA
Minister of Justice



Appendix C: PSPRB reply to the Minister of Justice, Northern Ireland



OFFICE OF MANPOWER ECONOMICS

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David Ford MLA
Minister of Justice
Department of Justice
Block B, Castle Buildings
Stormont Estate, Ballymiscaw
Belfast
BT4 3SG

21 October 2011

PRISON SERVICE PAY REVIEW BODY (PSPRB) 2012-13

Thank you for your letter of 11 October in which you asked the PSPRB to make recommendations for 2012-13 for those remit group staff earning the full-time equivalent of £21,000 or less per year. I can confirm that, provided we receive all the parties' evidence in good time, the Review Body will submit its recommendations by your deadline of the end of February 2012.

We look forward to receiving your written evidence, including the latest news on the Strategic Efficiency and Effectiveness Programme. I also look forward to hearing your oral evidence in January which I expect to be informed by the Review of Prisons undertaken by Dame Anne Owers, due to be published later this month.

You have also asked the Review Body to look urgently at the allowance payable to those staff required to work in accommodation housing prisoners engaged in a 'dirty protest'. If we are to make a separate recommendation on this, in advance of our main report, it will have to be on the basis of written submissions, since we are unable to hear oral evidence until January 2012.

I am copying this letter to the POA (NI) and PGA (NI).

Dr Peter Knight CBE,
Chairman
Prison Service Pay Review Body



**Appendix D: PSPRB letter to the Minister of Justice, Northern Ireland,
recommending increase to Dirty Protest allowance**



OFFICE OF MANPOWER ECONOMICS

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David Ford MLA
Minister of Justice
Department of Justice
Block B, Castle Buildings
Stormont Estate
Ballymiscaw
Belfast BT4 3SG

3 November 2011

Dear David

In your letter to me of 11 October you asked the Prison Service Pay Review Body (PSPRB) to consider urgently the issue of the Prison Officers' Association's (POA) request for an increase in the allowance payable to those staff who are required to work in accommodation housing prisoners engaged in a 'dirty protest', and to let you have our recommendations.

The PSPRB duly considered this issue at its meeting today, taking account of the evidence supplied by the Northern Ireland Prison Service (NIPS) and the POA, as well as of the views of PSPRB members who have visited Maghaberry and discussed the issue with NIPS and the POA.

The PSPRB concluded that, in the particular circumstances of Northern Ireland where a 'dirty protest' may be organised, prolonged and involve a significant number of prisoners, an increase in the allowance, last changed in 2002, is justified.

The PSPRB recommends that the allowance payable to those staff who are required to work in accommodation housing prisoners engaged in a 'dirty protest' be increased to £8 per day for periods less than four hours and £16 per day for periods of four hours or more, with immediate effect.

I am sending a copy of this letter to Finlay Spratt of the POA.

Yours

Dr Peter Knight CBE
Chairman, PSPRB



**Appendix E: Reply from the Minister of Justice, Northern Ireland accepting
PSPRB recommendation on Dirty Protest allowance**

FROM THE OFFICE OF THE JUSTICE MINISTER
Minister for Justice



Minister's Office Block B,
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Our ref: SUB/2039/2011

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

12 November 2011

Dear Peter

Thank you for your letter of 3 November outlining the PSPRB recommendation on the allowance payable to those staff who are required to work in accommodation housing prisoners engaged in a 'dirty protest'. I can confirm that I am content to accept your recommendation.

Can I thank you and your colleagues for your early consideration of the matter. I look forward to seeing you and members at the oral evidence session on 5 January.

Yours

DAVID FORD MLA
Minister of Justice

Appendix F: Current and recommended pay levels for 1 April 2012

We make no recommendation on pay for governors which remains as set out below.

Governor grades

<i>Grade</i>		<i>Current range £ a year (spine point)</i>
Governor 1	Maximum	80,550 (338)
	Minimum	74,747 (323)
Governor 2	Maximum	72,183 (316)
	Minimum	67,983 (304)
Governor 3	Maximum	62,766 (288)
	Minimum	58,824 (275)
Governor 4	Maximum	55,407 (263)
	Minimum	51,156 (247)
Governor 5	Maximum	50,396 (244)
	Minimum	44,934 (221)
	Trainee rate	37,551 (185)

Appendix F

Officers, support grades and other grades

Grade		Current range £ a year (spine point)	Recommended range from 1 April 2012 £ a year (spine point)
Officers (Pre-2002)			
Principal officer		45,110	45,110
Senior officer		40,831	40,831
Main grade officer	Maximum	37,364 (184)	37,364 (184)
	Minimum	19,538 (54)	19,538 (54)
Officers (Post-2002)			
Principal officer		34,964	34,964
Senior officer		32,121	32,121
Main grade officer	Year 6	30,105	30,105
	Year 5	29,212	29,212
	Year 4	28,239	28,239
	Year 3	26,291	26,291
	Year 2	25,318	25,318
	Year 1	24,344	24,344
	Entry	22,397	22,397
Night custody officer		21,609	21,859
Operational support grade		19,846	20,096
Healthcare assistants	Point 3	19,846	20,096
	Point 2	18,543	18,793
	Point 1	17,289	17,539
		Current rate £ per hour	Recommended rate £ per hour
Senior prisoner custody officer		9.63	9.75
Prisoner custody officer		8.77	8.89

Notes

1. Nurse officers, senior and principal nurse officers on the post-2002 scales receive a Qualified Nurse Premium Payment of £2,500 a year.
2. The governor 5 scale uses only the following spinal points: 221, 224, 226, 228, 230, 232, 234, 236, 238, 240, 242 and 244.
3. The Service has also advertised for two new grades: on 16 February 2012, for custody officers, annual salary £18,000 to £23,000; and on 27 January 2012 for principal prisoner custody officers, annual salary £23,000.

Spinal Scales (1-338) – Officer and Governor Grades

Point	£ a year	Point	£ a year	Point	£ a year	Point	£ a year
338	80,550	289	63,080	240	49,401	191	38,694
337	80,149	288	62,766	239	49,155	190	38,501
336	79,750	287	62,454	238	48,910	189	38,309
335	79,354	286	62,143	237	48,667	188	38,118
334	78,960	285	61,834	236	48,425	187	37,928
333	78,567	284	61,526	235	48,184	186	37,739
332	78,177	283	61,220	234	47,944	185	37,551
331	77,788	282	60,915	233	47,705	184	37,364
330	77,401	281	60,612	232	47,468	183	37,178
329	77,016	280	60,310	231	47,232	182	36,993
328	76,633	279	60,010	230	46,997	181	36,809
327	76,252	278	59,711	229	46,763	180	36,626
326	75,873	277	59,414	228	46,530	179	36,444
325	75,496	276	59,118	227	46,299	178	36,263
324	75,120	275	58,824	226	46,069	177	36,083
323	74,747	274	58,531	225	45,840	176	35,903
322	74,376	273	58,240	224	45,612	175	35,724
321	74,006	272	57,950	223	45,385	174	35,546
320	73,638	271	57,662	222	45,159	173	35,369
319	73,272	270	57,375	221	44,934	172	35,193
318	72,907	269	57,090	220	44,710	171	35,018
317	72,544	268	56,806	219	44,488	170	34,844
316	72,183	267	56,523	218	44,267	169	34,671
315	71,823	266	56,242	217	44,047	168	34,499
314	71,465	265	55,962	216	43,828	167	34,327
313	71,109	264	55,684	215	43,610	166	34,156
312	70,755	263	55,407	214	43,393	165	33,986
311	70,402	262	55,131	213	43,177	164	33,817
310	70,051	261	54,857	212	42,962	163	33,649
309	69,702	260	54,584	211	42,748	162	33,482
308	69,355	259	54,312	210	42,535	161	33,315
307	69,009	258	54,042	209	42,323	160	33,149
306	68,665	257	53,773	208	42,112	159	32,984
305	68,323	256	53,505	207	41,902	158	32,820
304	67,983	255	53,239	206	41,694	157	32,657
303	67,644	254	52,974	205	41,487	156	32,495
302	67,307	253	52,710	204	41,281	155	32,333
301	66,972	252	52,448	203	41,076	154	32,172
300	66,638	251	52,187	202	40,872	153	32,012
299	66,306	250	51,927	201	40,669	152	31,853
298	65,976	249	51,669	200	40,467	151	31,695
297	65,648	248	51,412	199	40,266	150	31,537
296	65,321	247	51,156	198	40,066	149	31,380
295	64,996	246	50,901	197	39,867	148	31,224
294	64,673	245	50,648	196	39,669	147	31,069
293	64,351	244	50,396	195	39,472	146	30,914
292	64,031	243	50,145	194	39,276	145	30,760
291	63,712	242	49,896	193	39,081	144	30,607
290	63,395	241	49,648	192	38,887	143	30,455

Spinal Scales (1-338) – Officer and Governor Grades (continued)

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

Appendix G: Current and recommended allowances

	<i>Current level</i>	<i>Recommended level from</i>
	<i>£ a year</i>	<i>1 April 2012</i>
		<i>£ a year</i>
<i>Specialist allowances¹</i>		
Librarian	679	679
Dog handler	723	723
Physical education instructor	723	723
Groundsman	723	723
Hospital officer	814	814
Emergency control room staff	852	852
Works officer	949	949
Laundry officer	1,062	1,062
Caterer	1,118	1,118
Weapons officer	1,118	1,118
Fire officer	1,132	1,132
Instructor ²	1,183	1,183
	1,490	1,490
Firearms officer	2,322	2,322
<i>Other allowances³</i>		
Dog grooming allowance	4,526	4,526
Boot allowance	92.80	92.80
Clothing allowance	603.65	603.65
	<i>Level at</i>	<i>Level from</i>
	<i>31 March 2011</i>	<i>3 November 2011</i>
	<i>£ per day</i>	<i>£ per day</i>
<i>Dirty Protest allowance</i>		
For periods of up to 4 hours	5.00	8.00
For periods of 4 hours or more	10.00	16.00

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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