

Standing Committee for Chief Officer Grades

**To: The Chair of the Probation Trust
The Chief Executive of the Probation Trust
(Copy enclosed for the Head of Human Resources)
The Secretary of the Probation Trust
The Treasurer of the Probation Trust
Members of the Standing Committee for Chief Officer Grades**

8th April 2010

SCCOG CIRCULAR NO.1/2010

Dear Madam/Sir

1 APRIL 2010 SALARY SETTLEMENT

We write to advise you that agreement has now been reached on the 2010 Salary Settlement for employees covered by the Standing Committee for Chief Officer Grades as set out below:

From 1 April 2010

1. The revised progression arrangements for 2010/ 2011 will apply from 1 April 2010 and are that progression of 2 points; 2 points: 1 point will apply as follows:-
 - 2 points to employees who are below the Development Point as at 31 March 2010.
 - 2 points to employees who are on the Development Point as at 31 March 2010.
 - 1 point to employees who are between the Development Point and the Pay Band maximum as at 31 March 2010.
2. Trusts will be able to use up to 2% of the ACO total basic pay provision for 2009/10 to make a one-off, non-consolidated but pensionable payment to its ACOs. To receive a payment an ACO must have received an appraisal for 2009/10.

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

Officers' Side Secretary: David Walton
c/o Brian Strutton
National Secretary Public Services
GMB, 22 – 24 Worple Road
London SW19 4DD
Telephone: 07990 541 348

3. London Allowance will be increased to £3850pa
4. This supersedes previous progression practice and there will be no progression on 1 October 2010.

See Annex A for full details of the pay settlement.

You are asked to advise all concerned as appropriate.

Yours faithfully

Christine Lawrie
David Walton

Joint Secretaries

Digest of Questions and Answers Relating to the 2008 – 2010 Pay Agreement

| | |
|------------|-----------------------------------|
| Contents - | Revised Pay Spines and Points |
| | Eligibility – Basic Pay Increases |
| | Progression |
| | Performance Related Pay |
| | Allowances |

1. Revised Pay Spines and Points

Attached at Appendix A. There has been no increase to basic pay.

2. Eligibility

2.1. What happens if an employee is on long term sickness absence and is receiving 50% or Nil pay?

Payment is pro-rata accordingly, that is for periods of pay at 50% people will receive 50% of the full payment. People on Nil pay will not receive any payment for the period of Nil pay.

2.2. Is the payment pro-rata for people that work less than full time hours?

Yes.

2.3. Does this payment apply to Sessional staff?

No.

2.4. What happens if a person has moved from one Probation Board/ Trust to another?

The Board/ Trust currently employing the person will be responsible for all calculations and payments for the period that the person has been employed by the Board/ Trust. Employees will need to apply directly to a former Board/ Trust if he/ she believes that he/ she is owed any payments.

2.5. What happens to people on protected pay following 2005/6 Pay Modernisation?

National Pay Protection ended on 31 March 2009. Where there is a local agreement to protect pay, it will be for the Employer to determine its applicability.

2.6. If someone is acting on higher duties, will payment be based on the temporary role or the substantive role?

The person will progress on his/ her substantive role and the payment for acting will be re-calculated as necessary.

3. Progression from 1 April 2010

Employees on the maxima of their Pay Bands will not receive progression

3.1. Revised progression arrangements for 2010/ 2011 will apply from 1 April 2010 and are that progression of 2 points; 2 points: 1 point will apply as follows:-

- 2 points to employees who are below the Development Point as at 31 March 2010.
- 2 points to employees who are on the Development Point as at 31 March 2010.
- 1 point to employees who are between the Development Point and the Pay Band maximum as at 31 March 2010.

3.2. What happens if someone has changed jobs in the period 31 March 2009 and 1 April 2010?

Normal progression rules apply.

4. Performance Related Pay

The last payment for this scheme was in respect of the period 1 April 2008 to 31 March 2009. For 2010/11, Trusts will be able to use up to 2% of the ACO total basic pay provision for 2009/10 to make a one-off, non-consolidated but pensionable payment to ACOs. To receive a payment an ACO must have received an appraisal and not be subject to either disciplinary or capability procedures. The distribution of the payment to ACO will be for the Trust to decide.

5. Allowances

There will be no increase to these.

Annex A

| Band A | | | | | |
|-----------------|--------------|--------------|--------------|--------------|--------------|
| | 1/4/2008 | 1/10/2008 | 1/4/2009 | 1/10/2009 | 1/4/2010 |
| | £'spa | £'spa | £'spa | £'spa | £'spa |
| SC7 Min | 41481 | 41481 | 42435 | 42435 | 42435 |
| SC8 | 41895 | 41895 | 42859 | 42859 | 42859 |
| SC9 | 42317 | 42317 | 43290 | 43290 | 43290 |
| SC10 | 42743 | 42743 | 43726 | 43726 | 43726 |
| SC11 | 43174 | 43174 | 44167 | 44167 | 44167 |
| SC12 | 43607 | 43607 | 44610 | 44610 | 44610 |
| SC13 | 44042 | 44042 | 45055 | 45055 | 45055 |
| SC14 | 44487 | 44487 | 45510 | 45510 | 45510 |
| SC15 | 44934 | 44934 | 45967 | 45967 | 45967 |
| SC16 | 45390 | 45390 | 46434 | 46434 | 46434 |
| SC17 | 45837 | 45837 | 46891 | 46891 | 46891 |
| SC18 | 46306 | 46306 | 47371 | 47371 | 47371 |
| SC19 | 46766 | 46766 | 47842 | 47842 | 47842 |
| SC20 DP | 47238 | 47238 | 48324 | 48324 | 48324 |
| SC21 | 47707 | 47707 | 48804 | 48804 | 48804 |
| SC22 | 48186 | 48186 | 49294 | 49294 | 49294 |
| SC23 | 48661 | 48661 | 49780 | 49780 | 49780 |
| SC24 | 49151 | 49151 | 50281 | 50281 | 50281 |
| SC25 | 49639 | 49639 | 50781 | 50781 | 50781 |
| SC26 | 50134 | 50134 | 51287 | 51287 | 51287 |
| SC27 | 50636 | 50636 | 51801 | 51801 | 51801 |
| SC28 Max | 51147 | 51147 | 52323 | 52323 | 52323 |
| Band B | | | | | |
| | 1/4/2008 | 1/10/2008 | 1/4/2009 | 1/10/2009 | 1/10/2009 |
| | £'spa | £'spa | £'spa | £'spa | £'spa |
| SC22 Min | 48186 | 48186 | 49294 | 49294 | 49294 |
| SC23 | 48661 | 48661 | 49780 | 49780 | 49780 |
| SC24 | 49151 | 49151 | 50281 | 50281 | 50281 |
| SC25 | 49639 | 49639 | 50781 | 50781 | 50781 |
| SC26 | 50134 | 50134 | 51287 | 51287 | 51287 |
| SC27 | 50636 | 50636 | 51801 | 51801 | 51801 |
| SC28 | 51147 | 51147 | 52323 | 52323 | 52323 |
| SC29 | 51652 | 51652 | 52840 | 52840 | 52840 |
| SC30 | 52169 | 52169 | 53369 | 53369 | 53369 |
| SC31 | 52693 | 52693 | 53905 | 53905 | 53905 |
| SC32 | 53214 | 53214 | 54438 | 54438 | 54438 |
| SC33 | 53758 | 53758 | 54994 | 54994 | 54994 |
| SC34 | 54292 | 54292 | 55541 | 55541 | 55541 |
| SC35 | 54835 | 54835 | 56096 | 56096 | 56096 |
| SC36 | 55379 | 55379 | 56653 | 56653 | 56653 |
| SC37 | 55939 | 55939 | 57226 | 57226 | 57226 |
| SC38 DP | 56499 | 56499 | 57798 | 57798 | 57798 |
| SC39 | 57055 | 57055 | 58367 | 58367 | 58367 |
| SC40 | 57637 | 57637 | 58963 | 58963 | 58963 |
| SC41 | 58203 | 58203 | 59542 | 59542 | 59542 |
| SC42 | 58793 | 58793 | 60145 | 60145 | 60145 |
| SC43 | 59384 | 59384 | 60750 | 60750 | 60750 |
| SC44 | 59974 | 59974 | 61353 | 61353 | 61353 |
| SC45 | 60576 | 60576 | 61969 | 61969 | 61969 |
| SC46 Max | 61181 | 61181 | 62588 | 62588 | 62588 |

| Band C | | | | | |
|-----------------|--------------|--------------|--------------|--------------|--------------|
| | 1/4/2008 | 1/10/2008 | 1/4/2009 | 1/10/2009 | 1/4/2010 |
| | £'spa | £'spa | £'spa | £'spa | £'spa |
| SC35 Min | 54835 | 54835 | 56096 | 56096 | 56096 |
| SC36 | 55379 | 55379 | 56653 | 56653 | 56653 |
| SC37 | 55939 | 55939 | 57226 | 57226 | 57226 |
| SC38 | 56499 | 56499 | 57798 | 57798 | 57798 |
| SC39 | 57055 | 57055 | 58367 | 58367 | 58367 |
| SC40 | 57637 | 57637 | 58963 | 58963 | 58963 |
| SC41 | 58203 | 58203 | 59542 | 59542 | 59542 |
| SC42 | 58793 | 58793 | 60145 | 60145 | 60145 |
| SC43 | 59384 | 59384 | 60750 | 60750 | 60750 |
| SC44 | 59974 | 59974 | 61353 | 61353 | 61353 |
| SC45 | 60576 | 60576 | 61969 | 61969 | 61969 |
| SC46 | 61181 | 61181 | 62588 | 62588 | 62588 |
| SC47 | 61792 | 61792 | 63213 | 63213 | 63213 |
| SC48 | 62404 | 62404 | 63839 | 63839 | 63839 |
| SC49 | 63038 | 63038 | 64488 | 64488 | 64488 |
| SC50 DP | 63659 | 63659 | 65123 | 65123 | 65123 |
| SC51 | 64303 | 64303 | 65782 | 65782 | 65782 |
| SC52 | 64934 | 64934 | 66427 | 66427 | 66427 |
| SC53 | 65588 | 65588 | 67097 | 67097 | 67097 |
| SC54 | 66241 | 66241 | 67765 | 67765 | 67765 |
| SC55 | 66911 | 66911 | 68450 | 68450 | 68450 |
| SC56 | 67581 | 67581 | 69135 | 69135 | 69135 |
| SC57 | 68250 | 68250 | 69820 | 69820 | 69820 |
| SC58 | 68937 | 68937 | 70523 | 70523 | 70523 |
| SC59 Max | 69626 | 69626 | 71227 | 71227 | 71227 |

| Band D | | | | | |
|-----------------|--------------|--------------|--------------|--------------|--------------|
| | 1/4/2008 | 1/10/2008 | 1/4/2009 | 1/10/2009 | 1/4/2010 |
| | £'spa | £'spa | £'spa | £'spa | £'spa |
| SC52 Min | 64934 | 64934 | 66427 | 66427 | 66427 |
| SC53 | 65588 | 65588 | 67097 | 67097 | 67097 |
| SC54 | 66241 | 66241 | 67765 | 67765 | 67765 |
| SC55 | 66911 | 66911 | 68450 | 68450 | 68450 |
| SC56 | 67581 | 67581 | 69135 | 69135 | 69135 |
| SC57 | 68250 | 68250 | 69820 | 69820 | 69820 |
| SC58 | 68937 | 68937 | 70523 | 70523 | 70523 |
| SC59 | 69626 | 69626 | 71227 | 71227 | 71227 |
| SC60 | 70318 | 70318 | 71935 | 71935 | 71935 |
| SC61 | 71030 | 71030 | 72664 | 72664 | 72664 |
| SC62 | 71739 | 71739 | 73389 | 73389 | 73389 |
| SC63 | 72454 | 72454 | 74120 | 74120 | 74120 |
| SC64 | 73179 | 73179 | 74862 | 74862 | 74862 |
| SC65 | 73910 | 73910 | 75610 | 75610 | 75610 |
| SC66 | 74645 | 74645 | 76362 | 76362 | 76362 |
| SC67 | 75395 | 75395 | 77129 | 77129 | 77129 |
| SC68 | 76146 | 76146 | 77897 | 77897 | 77897 |
| SC69 DP | 76916 | 76916 | 78685 | 78685 | 78685 |
| SC70 | 77673 | 77673 | 79459 | 79459 | 79459 |
| SC71 | 78452 | 78452 | 80256 | 80256 | 80256 |
| SC72 | 79233 | 79233 | 81055 | 81055 | 81055 |
| SC73 | 80028 | 80028 | 81869 | 81869 | 81869 |
| SC74 | 80831 | 80831 | 82690 | 82690 | 82690 |
| SC75 | 81643 | 81643 | 83521 | 83521 | 83521 |
| SC76 | 82455 | 82455 | 84351 | 84351 | 84351 |
| SC77 | 83280 | 83280 | 85195 | 85195 | 85195 |
| SC78 | 84115 | 84115 | 86050 | 86050 | 86050 |
| SC79 Max | 84960 | 84960 | 86914 | 86914 | 86914 |