

**Notice to Staff**

FOR ACTION	FOR INFORMATION	ISSUE NUMBER
	Prison grade staff	NS 35/15
		<b>DATE OF ISSUE</b>
		20 October 2015
		<b>REPLACES</b>

**2015 PAY AWARD FOR PRISON GRADES**

This Notice details the 2015 pay award for prison grade staff following negotiation between management and the Prison Officers’ Association (NI) and Prison Governors’ Association (NI). The terms of the award have also been notified to the Prison Service Pay Review Body (PSPRB).

The 2015 award, which is effective from 1<sup>st</sup> April 2015 and detailed in the Appendix, will be reflected in October pay.

It is intended to provide individual letters to staff, notifying them of salary pre-award and post-award. Staff are however asked to note resources are focussed on processing the award for October pay, and therefore the provision of this notification may not be available to every staff member before their October pay is deposited in their account.

This Notice has been agreed with the POA and the PGA.

*Mark Adam*

**Mark Adam**

## 2015 Pay Award for Prison Grades

### Increase to Basic Pay

#### Governing Governor (Maghaberry)

The maximum point on the pay scale is revalorised by 1%. Staff below band maximum receive one step progression, subject to satisfactory performance.

<b>2014</b>	<b>2015</b>
81,356	82,170
80,550	80,550
79,750	79,750
78,960	78,960
78,177	78,177
77,401	77,401
76,633	76,633
75,873	75,873
75,120	75,120

#### Governor in Charge

The maximum point on the pay scale is revalorised by 1%. Staff below band maximum receive one step progression, subject to satisfactory performance.

<b>2014</b>	<b>2015</b>
72,900	73,629
72,200	72,200
70,900	70,900
69,900	69,900
68,900	68,900
67,900	67,900
66,900	66,900
65,900	65,900
64,900	64,900

#### Head of Function

The maximum point on the pay scale is revalorised by 1%. Staff below band maximum receive one step progression, subject to satisfactory performance.

<b>2014</b>	<b>2015</b>
57,050	57,621
56,300	56,300
55,550	55,550
54,800	54,800
54,045	54,045
53,300	53,300

Head of Unit

The maximum point on the pay scale is revalorised by 1%. Staff below band maximum receive one step progression, subject to satisfactory performance.

<b>2014</b>	<b>2015</b>
51,055	51,566
50,550	50,550
49,850	49,850
49,160	49,160
48,480	48,480
47,810	47,810
47,150	47,150

Senior Officer

The pre 2002 single point and the SO maximum point on the pay scale are revalorised by 1%. Staff below band maximum receive one step progression, subject to satisfactory performance.

<b>2014</b>	<b>2015</b>
41,239 (existing pre 2002 - No risk allowance)	41,651 (existing pre 2002 – No risk allowance)
38,000 (maximum)	38,380 (maximum)
37,300	37,300
36,650	36,650
36,000	36,000
35,350	35,350
34,700	34,700
34,050	34,050
33,400	33,400

Main Grade Officer (pre 2002)

The pre 2002 maximum is revalorised by 1%. Staff below band maximum receive one step progression, subject to satisfactory performance.

<b>2014</b>	<b>2015</b>
37,739	38,116
37,178	37,178
36,809	36,809
36,444	36,444
36,083	36,083

Main Grade Officer (post 2002)

The post 2002 single point is revalorised by 1%.

2014	2015
30,406	30,710

Night Custody Officer

The single point is revalorised by 1%.

2014	2015
22,078	22,299

Operational Support Grade

The single point is revalorised by 1%.

2014	2015
20,297	20,500

Custody Prison Officer\*

The CPO scale is being repositioned. The minimum point is revalorised by 1%, a new point is being created to provide a salary of £20,000, ahead of completion of the Certificate of Competence, and 4 points are being added above the current maximum of £23,230 to provide additional headroom at this grade and a new maximum of £26,005. Staff below band maximum receive one step progression, subject to satisfactory performance.

2014	2015
	26,005
	25,300
	24,610
	23,785
23,230	23,230
22,725	22,725
22,220	22,220
21,715	21,715
21,210 (Certificate of Competence)	21,210 (Certificate of Competence)
	20,000
18,725	18,925

At present, this would take 9 years to progress from minimum to maximum, but our intention would be to move to a six point progression scale by 2018. Due to the costs associated with this pay scale, revalorisation would not be considered until there were staff on the new band maximum, and at that stage, any decision would take into account the value of the steps, affordability, and pay policy in operation at that time.

*\*Those staff who regraded to CPOs and who have yet to be awarded their Certificate of Competence will be awarded progression to the next step on the CPO scale, and post-Certificate award be awarded a further one step progression.*

### Principal Prisoner Custody Officer

Staff will receive a 1% consolidated increase from £23,462 to £23,697.

### Senior Prisoner Custody Officer

Staff will receive a 1% consolidated increase from £9.95 to £10.05 per hour.

### Prisoner Custody Officer

Staff will receive a 1% consolidated increase from £9.07 to £9.16 per hour.

### **Allowances**

Allowances remain at their existing rates.