

**APPENDIX 1**

**STANDING COMMITTEE FOR PROBATION**  
**CHIEF OFFICER GRADES**

**PAY OFFER : MULTI – YEAR ARRANGEMENT**

**YEAR ONE (2005/2006) (w.e.f 1<sup>st</sup> April 2005)**

1. Normal automatic progression.
2. Performance related pay (PRP).
3. A 2.5% revalorisation of the pay spine.
4. An increase in London Allowance from £3,081 to £3,420 (in line with NNC Agreement).
5. A 1% non-consolidated bonus calculated on basic salary conditional upon the trade unions agreeing the provisions of this three year package.

**YEAR TWO (2006/2007) (w.e.f 1<sup>st</sup> April 2006)**

1. New four pay band salary structure to be applicable for job evaluation result assimilation purposes as follows:

	Pay Band A	Pay Band B	Pay Band C	Pay Band D
Minimum	£38,910	£42,561	£51,428	£59,712
Development Point	£46,104	£55,142	£61,525	£75,069
Maximum	£49,420	£59,121	£67,282	£82,096

2. Job holders with a job evaluation score of 1056 and above qualify for a Responsibility Payment of £7,500 which is pensionable.

**3. Progression as follows:**

**Between pay bands' minimum and maximum, employees will progress at the rate of 4 pay points.**

Note: Many employees will have already received progression payments in April 2006 and such payments should not, therefore, be made twice. Where the provisions of this paragraph are more advantageous to staff a further payment to make up any difference would be applicable.

**4. Current performance related pay arrangements to continue on a protected basis for three years from 1 April 2006 – See Annex A.**

**5. Four pay band salary structure to be revalorised/improved as follows:**

	<b>Pay Band A</b>	<b>Pay Band B</b>	<b>Pay Band C</b>	<b>Pay Band D</b>
<b>Minimum</b>	<b>£40,165</b>	<b>£43,943</b>	<b>£53,094</b>	<b>£61,648</b>
<b>Development Point</b>	<b>£46,196</b>	<b>£55,253</b>	<b>£61,648</b>	<b>£75,220</b>
<b>Maximum</b>	<b>£49,519</b>	<b>£59,240</b>	<b>£67,416</b>	<b>£82,260</b>

**6. An increase in London Allowance from £3,420 to £3,500 (in line with NNC Agreement). New Geographical Supplement system to be introduced consistent with NNC provisions.**

**7. Changes to annual leave and service day provisions for new entrants – See Annex B. (Period of protection of 5 years from 1 April 2006 for existing staff).**

**8. New Market Forces Supplement system to be introduced consistent with NNC provisions.**

**1. Progression as follows:**

<b>Below Development Point</b>	<b>On and between Development Point and Maximum</b>
<b>No of pay points</b>	<b>No of pay points</b>
<b>3</b>	<b>2</b>

**2. Current performance related pay arrangements to continue on a protected basis for three years from 1 April 2006.****3. Revised salary structure as follows:**

	<b>Pay Band A</b>	<b>Pay Band B</b>	<b>Pay Band C</b>	<b>Pay Band D</b>
<b>Minimum</b>	<b>£40,668</b>	<b>£47,241</b>	<b>£53,760</b>	<b>£63,661</b>
<b>Development Point</b>	<b>£46,312</b>	<b>£55,391</b>	<b>£62,411</b>	<b>£75,408</b>
<b>Maximum</b>	<b>£50,144</b>	<b>£59,981</b>	<b>£68,261</b>	<b>£83,294</b>

**4. An increase in London Allowance from £3,500 to £3,600.**

**Performance Related Pay**

**The Performance Related Pay (PRP) arrangements will continue on a protected basis for three years from 1 April 2006 for existing staff as follows:**

- 1. For Chief Officer Grades there is a facility for incremental progression related to performance, i.e. payments equivalent to the value of one, two, three or four increments may be awarded. Where three increments are awarded one will be automatically retained each year, with the others having to be re-earned. Where four increments are awarded, two will be retained and the others would need to be re-earned.**
- 2. When an individual reaches the maximum of their new pay band, all PRP will be paid on a non-consolidated basis.**

## ANNEX B

### Annual Leave and Service Days

#### New entrants to Probation Chief Officer Grades after 1 April 2006

<b>Length of Continuous Service</b>	<b>Annual Leave</b>	<b>Plus Service Days</b>	<b>Total Days</b>
<b>On appointment</b>	<b>25</b>	<b>2</b>	<b>27</b>
<b>1 year plus</b>	<b>26</b>	<b>2</b>	<b>28</b>
<b>2 years' plus</b>	<b>27</b>	<b>2</b>	<b>29</b>
<b>3 years' plus</b>	<b>28</b>	<b>2</b>	<b>30</b>
<b>4 years' plus</b>	<b>29</b>	<b>2</b>	<b>31</b>
<b>5 years' plus</b>	<b>30</b>	<b>2</b>	<b>32</b>
<b>7 years' plus</b>	<b>30</b>	<b>3</b>	<b>33</b>

On promotion or transfer of an individual (including from an NNC pay band), Probation Boards will be expected normally to maintain the range of protection arrangements established under the relevant agreement.

Two Service Days are to be taken at times nominated by the local Board.

## PCOG Salary Spine with effect from 1 April 2005

Current Pay Point	As at 31/03/06	New Pay Point	Salary Spine before revalorisation (2006-07)			
	Current Salary Value		Pay Bands			
			A	B	C	D
168	£38,910	SC3	£38,910			
169	£39,298	SC4	£39,298			
170	£39,693	SC5	£39,693			
171	£40,085	SC6	£40,085			
172	£40,486	SC7	£40,486			
173	£40,890	SC8	£40,890			
174	£41,301	SC9	£41,301			
175	£41,718	SC10	£41,718			
176	£42,138	SC11	£42,138			
177	£42,561	SC12	£42,561	£42,561		
178	£42,984	SC13	£42,984	£42,984		
179	£43,420	SC14	£43,420	£43,420		
180	£43,855	SC15	£43,855	£43,855		
181	£44,301	SC16	£44,301	£44,301		
182	£44,737	SC17	£44,737	£44,737		
183	£45,194	SC18	£45,194	£45,194		
184	£45,643	SC19	£45,643	£45,643		
185	£46,104	SC20	£46,104	£46,104		
186	£46,562	SC21	£46,562	£46,562		
187	£47,029	SC22	£47,029	£47,029		
188	£47,494	SC23	£47,494	£47,494		
189	£47,970	SC24	£47,970	£47,970		
190	£48,447	SC25	£48,447	£48,447		
191	£48,930	SC26	£48,930	£48,930		
192	£49,420	SC27	£49,420	£49,420		
193	£49,919	SC28		£49,919		
194	£50,412	SC29		£50,412		
195	£50,917	SC30		£50,917		
196	£51,428	SC31		£51,428	£51,428	
197	£51,937	SC32		£51,937	£51,937	
198	£52,467	SC33		£52,467	£52,467	
199	£52,989	SC34		£52,989	£52,989	
200	£53,519	SC35		£53,519	£53,519	
201	£54,050	SC36		£54,050	£54,050	
202	£54,596	SC37		£54,596	£54,596	
203	£55,142	SC38		£55,142	£55,142	
204	£55,685	SC39		£55,685	£55,685	
205	£56,254	SC40		£56,254	£56,254	
206	£56,807	SC41		£56,807	£56,807	
207	£57,381	SC42		£57,381	£57,381	

<b>208</b>	£57,959	<b>SC43</b>			£57,959	£57,959	
<b>209</b>	£58,534	<b>SC44</b>			£58,534	£58,534	
<b>210</b>	£59,121	<b>SC45</b>			<b>£59,121</b>	£59,121	
<b>211</b>	£59,712	<b>SC46</b>				£59,712	<b>£59,712</b>
<b>212</b>	£60,309	<b>SC47</b>				£60,309	£60,309
<b>213</b>	£60,906	<b>SC48</b>				£60,906	£60,906
<b>214</b>	£61,525	<b>SC49</b>				<b>£61,525</b>	£61,525
<b>215</b>	£62,131	<b>SC50</b>				£62,131	£62,131
<b>216</b>	£62,759	<b>SC51</b>				£62,759	£62,759
<b>217</b>	£63,375	<b>SC52</b>				£63,375	£63,375
<b>218</b>	£64,013	<b>SC53</b>				£64,013	£64,013
<b>219</b>	£64,651	<b>SC54</b>				£64,651	£64,651
<b>220</b>	£65,305	<b>SC55</b>				£65,305	£65,305
<b>221</b>	£65,959	<b>SC56</b>				£65,959	£65,959
<b>222</b>	£66,612	<b>SC57</b>				£66,612	£66,612
<b>223</b>	£67,282	<b>SC58</b>				<b>£67,282</b>	£67,282
<b>224</b>	£67,954	<b>SC59</b>					£67,954
<b>225</b>	£68,630	<b>SC60</b>					£68,630
<b>226</b>	£69,325	<b>SC61</b>					£69,325
<b>227</b>	£70,017	<b>SC62</b>					£70,017
<b>228</b>	£70,714	<b>SC63</b>					£70,714
<b>229</b>	£71,422	<b>SC64</b>					£71,422
<b>230</b>	£72,136	<b>SC65</b>					£72,136
<b>231</b>	£72,852	<b>SC66</b>					£72,852
<b>232</b>	£73,585	<b>SC67</b>					£73,585
<b>233</b>	£74,318	<b>SC68</b>					£74,318
<b>234</b>	£75,069	<b>SC69</b>					<b>£75,069</b>
<b>235</b>	£75,808	<b>SC70</b>					£75,808
<b>236</b>	£76,569	<b>SC71</b>					£76,569
<b>237</b>	£77,331	<b>SC72</b>					£77,331
<b>238</b>	£78,107	<b>SC73</b>					£78,107
<b>239</b>	£78,891	<b>SC74</b>					£78,891
<b>240</b>	£79,683	<b>SC75</b>					£79,683
<b>241</b>	£80,476	<b>SC76</b>					£80,476
<b>242</b>	£81,281	<b>SC77</b>					£81,281
<b>243</b>	£82,096	<b>SC78</b>					<b>£82,096</b>

## PCOG Salary Spine as at 1 April 2006

Pay Point	Salary Spine Revalorised (2006-07)			
	Pay Bands			
	A	B	C	D
SC3				
SC4				
SC5				
SC6	<b>£40,165</b>			
SC7	£40,567			
SC8	£40,972			
SC9	£41,383			
SC10	£41,801			
SC11	£42,222			
SC12	£42,646			
SC13	£43,070			
SC14	£43,507			
SC15	£43,943	<b>£43,943</b>		
SC16	£44,389	£44,389		
SC17	£44,826	£44,826		
SC18	£45,285	£45,285		
SC19	£45,734	£45,734		
SC20	<b>£46,196</b>	£46,196		
SC21	£46,655	£46,655		
SC22	£47,123	£47,123		
SC23	£47,589	£47,589		
SC24	£48,066	£48,066		
SC25	£48,544	£48,544		
SC26	£49,028	£49,028		
SC27	<b>£49,519</b>	£49,519		
SC28		£50,019		
SC29		£50,512		
SC30		£51,019		
SC31		£51,531		
SC32		£52,041		
SC33		£52,572		
SC34		£53,094	<b>£53,094</b>	
SC35		£53,626	£53,626	
SC36		£54,158	£54,158	
SC37		£54,705	£54,705	
SC38		<b>£55,253</b>	£55,253	
SC39		£55,797	£55,797	
SC40		£56,366	£56,366	
SC41		£56,920	£56,920	
SC42		£57,496	£57,496	
SC43		£58,075	£58,075	
SC44		£58,651	£58,651	
SC45		<b>£59,240</b>	£59,240	
SC46			£59,831	

SC47				£60,429	
SC48				£61,027	
SC49				<b>£61,648</b>	<b>£61,648</b>
SC50				£62,255	£62,255
SC51				£62,885	£62,885
SC52				£63,502	£63,502
SC53				£64,141	£64,141
SC54				£64,780	£64,780
SC55				£65,435	£65,435
SC56				£66,090	£66,090
SC57				£66,745	£66,745
SC58				<b>£67,416</b>	£67,416
SC59					£68,090
SC60					£68,767
SC61					£69,464
SC62					£70,157
SC63					£70,856
SC64					£71,565
SC65					£72,280
SC66					£72,998
SC67					£73,732
SC68					£74,466
SC69					<b>£75,220</b>
SC70					£75,960
SC71					£76,723
SC72					£77,485
SC73					£78,264
SC74					£79,048
SC75					£79,843
SC76					£80,637
SC77					£81,444
SC78					<b>£82,260</b>

## PCOG Salary Spine as at 1 April 2007

Pay Point	Salary Spine Revalorised (2007-08)			
	Pay Bands			
	A	B	C	D
SC3				
SC4				
SC5				
SC6				
SC7	<b>£40,668</b>			
SC8	£41,074			
SC9	£41,487			
SC10	£41,905			
SC11	£42,327			
SC12	£42,752			
SC13	£43,178			
SC14	£43,615			
SC15	£44,053			
SC16	£44,500			
SC17	£44,938			
SC18	£45,398			
SC19	£45,849			
SC20	<b>£46,312</b>			
SC21	£46,772			
SC22	£47,241	<b>£47,241</b>		
SC23	£47,707	£47,707		
SC24	£48,187	£48,187		
SC25	£48,666	£48,666		
SC26	£49,151	£49,151		
SC27	£49,643	£49,643		
SC28	<b>£50,144</b>	£50,144		
SC29		£50,639		
SC30		£51,146		
SC31		£51,660		
SC32		£52,171		
SC33		£52,704		
SC34		£53,227		
SC35		£53,760	<b>£53,760</b>	
SC36		£54,293	£54,293	
SC37		£54,842	£54,842	
SC38		<b>£55,391</b>	£55,391	
SC39		£55,936	£55,936	
SC40		£56,507	£56,507	
SC41		£57,062	£57,062	
SC42		£57,640	£57,640	
SC43		£58,220	£58,220	
SC44		£58,798	£58,798	
SC45		£59,388	£59,388	
SC46		<b>£59,981</b>	£59,981	

SC47				£60,580	
SC48				£61,180	
SC49				£61,802	
SC50				<b>£62,411</b>	
SC51				£63,042	
SC52				£63,661	<b>£63,661</b>
SC53				£64,302	£64,302
SC54				£64,942	£64,942
SC55				£65,599	£65,599
SC56				£66,256	£66,256
SC57				£66,912	£66,912
SC58				£67,585	£67,585
SC59				<b>£68,261</b>	£68,261
SC60					£68,939
SC61					£69,637
SC62					£70,332
SC63					£71,033
SC64					£71,744
SC65					£72,461
SC66					£73,181
SC67					£73,917
SC68					£74,653
SC69					<b>£75,408</b>
SC70					£76,150
SC71					£76,914
SC72					£77,679
SC73					£78,459
SC74					£79,246
SC75					£80,042
SC76					£80,838
SC77					£81,647
SC78					£82,466
SC79					<b>£83,294</b>