

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

17 March 2009

SCCOG CIRCULAR NO.1/2009

Dear Madam/Sir

Performance Related Pay awards for Chief Officer Grades

Probation Boards and Trusts will be aware that the PRP awards to Chief Officer Grades for the year ending 31st March 2009 represent the final, third, year of protection for the PRP system as contained in the 2005/6 pay settlement for these grades. However, annual performance objective setting, in accordance with current practice, should be maintained as a safeguard should a new PRP scheme be implemented by negotiation by the Standing Committee for Chief Officer Grades [SCCOG] on and from 1 April 2009.

Probation Boards and Trusts are reminded that the SCCOG Pay settlement for 2008/2009 and 2009/2010 included the movement of the progression date, where progression was appropriate, from 1 April to 1 October. Compensation for the movement of the progression date was paid as a non-pensionable sum. It was recognised that this may impact, marginally, on the potential pensions of those who may have retired 1 April 2008 – 30 September 2008. It is also possible that this may impact on the potential pensions of employees at other times. Although SCCOG is not able to give definitive advice on pensions matter, GMB/ SCOOP have highlighted that employers may be able to use some of their discretionary powers to ameliorate this problem for their employees.

Further advice on any such problem arising will be available from SCCOG Joint Secretaries.

Probation Boards and Trusts may also wish to ensure that where it is planned to introduce any new Chief Officer Grade jobs that these roles should be evaluated in the normal way for these grades and the national evaluation panel continues for this purpose.

Yours faithfully

Christine Lawrie
David Walton

Joint Secretaries