



Office of Manpower Economics

PRISON SERVICE PAY REVIEW BODY
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<https://www.gov.uk/government/organisations/prison-services-pay-review-body>

David Ford MLA
Minister of Justice
Minister's Office
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Belfast. BT4 3SG

3 November 2015

Dear Minister

Thank you for your letter of 19 October. I have discussed it with the other members of the Prison Service Pay Review Body. We note the acceptance of the 2015 pay award by the two unions and that this will be paid with October salaries.

We would like to take this opportunity to reiterate our support to you and the Northern Ireland Prison Service and to ask about your plans for the 2016 pay round and our involvement. As you have commented, we have kept ourselves informed of the matters affecting our remit group and have undertaken our normal visits to the Northern Ireland prisons in order to make sure that we are up to date on views from staff.

We are aware that you have issued a remit letter to the recently formed Police Remuneration Review Body (PRRB), for the second year running, asking for recommendations in relation to the pay and allowances of PSNI officers. As you will appreciate there are similarities between the police and prison services in Northern Ireland. Both are uniformed services operating in difficult circumstances and both have an allowance that takes account of the unique security situation in which they have to work.

This year we heard that the prison service was losing custody officers to the PSNI as the latter paid more. This may, in part, have been the justification for the significant increase in the scale maximum for that grade. There is a risk that future



recommendations in relation to one group of staff may generate further compensating claims from their colleagues in the other service.

It is clear that the police and prison services in Northern Ireland operate within two closely coordinated labour markets. In these circumstances the Prison Service Pay Review Body is ready to offer you recommendations, as a general remit or on specific issues, for NIPS staff for 2016. The decision on any recommendations would, as always, be for you to determine.

A handwritten signature in black ink, appearing to read 'N. Good', with a long horizontal line extending to the right.

*Dr Peter Knight, CBE
Chair, Prison Service Pay Review Body*