

**To: The Chair of the Probation Board
The Chief Officer of the Probation Board
(Copy enclosed for the Head of Human Resources)
The Secretary of the Probation Board
Members of the NNC**

2nd October 2006

NNC CIRCULAR NO.9/2006

Dear Colleague

TRAINEE PROBATION OFFICERS - CHANGES TO PAY AND TERMS AND CONDITIONS

At the National Negotiating Council (NNC) meeting held on 28 September 2006, the Employers made a final offer to the Trade Union Side on improved pay arrangements for Trainee Probation Officers (TPOs). The offer was made following extensive and exhaustive negotiations and it was acknowledged by all parties that these had taken longer than was desirable.

Following final discussions at the NNC meeting, Napo confirmed that it would be recommending acceptance of the offer to its TPO members and that the necessary ratification process would be carried out as quickly as practicable.

New Pay Arrangements

The proposed new pay arrangements are detailed in the **attached** paper, **Appendix 1**, which constituted the final offer. The arrangements include improvements to salaries with effect from both 1 April 2006, 1 April 2007 and 1 October 2007; provisions for the handling of spinal enhancements during the assimilation process; and provisions for handling London Fringe Allowances during the assimilation process.

Areas are reminded that the provisions of the NNC Pay and Conditions of Service Modernisation Proposal Document (NNC Circular 5/2005) apply to TPOs. The NNC Handbook, currently under review, will detail those arrangements which are specific to TPOs.

Next Steps

Once the ratification process is completed, a further NNC Circular will be issued, communicating the result to all interested parties and detailing what further action, if any, will be required.

Please ensure that this Circular is distributed to TPO members of staff and other relevant employers.

Yours faithfully

Martin Wargent
Judy McKnight

Joint Secretaries