

Appendix 1

TERMS AND CONDITIONS FOR TRAINEE PROBATION OFFICERS

Introduction

Following agreement being reached at the National Negotiating Council (NNC) on new pay and conditions of service for the Probation Service discussions have followed with Napo on revised pay arrangements for Trainee Probation Officers (TPOs).

The provisions of the NNC Pay and Conditions of Service Modernisation Proposal Document (See Circular No.5/2005) will apply also to TPOs. The NNC Handbook, currently under review, will detail those arrangements which are specific to TPOs.

Pay

It is acknowledged by both parties that these negotiations have taken longer than was desirable but we have now reached a position whereby the following proposal can be tabled to replace the salary arrangements detailed in Appendix E of the Scheme of Terms and Conditions for Trainee Probation Officers, part of the National Agreement on Pay and Conditions of Service (April 2001).

1. Improvements to salaries (2006/2007)

	(Old pay point)/New pay point	31 March 2006
		£
Trainee Probation Officers	(70)/20	14,837
Existing TPOs after one year's service	(73)/23	15,283
	New pay point	1 April 2006
Trainee Probation Officers	25	15,678
Existing TPOs after one year's service	28	16,146

Pay spine enhancements

Appendix E of the Scheme of Terms and Conditions for Trainee Probation Officers included the flexibility to enhance basic salary by up to six salary points above the minimum to reflect previous experience or to address particular recruitment considerations.

As a part of the assimilation process upon implementation for those in post as at 1 April 2006, this allowance which was paid though the salary spine should be identified and removed from the pay spine but should continue to be paid as a pay supplement until completion of TPO training. Those appointed to Cohort 9 who have been offered pay spine enhancements will have those payments protected until the completion of their training.

London Fringe Allowances

London Fringe Allowance in existence at 31 March 2006 and paid through the salary spine (NNC Agreement 2001 Section III 3[a]) should also be identified and removed. This payment will be protected for three years from 1 April 2006.

Discussions are taking place with the trade unions on the guidance on arrangements for the introduction of Market Forces and Geographical Pay Supplements to replace, where appropriate, the aforementioned pay spinal enhancements.

Annual Leave and Service Day Arrangements

Annual leave and service day arrangements for Trainee Probation Officers are as detailed for 'Other Staff' within the NNC Pay and Conditions Modernisation Proposal Document (See NNC Circular No5/2005 – Section 6. Assimilation).

2. Improvement to salaries from (2007/2008)

Further improvements are applicable to salaries from 1 April 2007 and 1 October 2007 as follows:

	New pay point	1 April 2007 £
Trainee Probation Officers	25	16,047
Existing TPOs after one year's service	28	16,526
	New pay point	1 October 2007
Trainee Probation Officers	32	17,191
Existing TPOs after one year's service	39	18,406