

**To: The Chair of the Probation Board
The Chief of the Probation Board
(Copy enclosed for the Head of Human Resources)
The Secretary of the Probation Board
The Treasurer of the Probation Board
Members of the National Negotiating Council**

12th March 2007

NNC CIRCULAR NO.4/2007

Dear Colleague

**DIGEST OF QUESTIONS AND ANSWERS RELATING TO THE NEW PAY
AND CONDITIONS ARRANGEMENTS**

We write to advise you that in response to a number of questions of a technical nature having been raised with Joint Secretaries the attached Digest of Questions and Answers (**Attachment 1**) has now been agreed as Guidance.

It is the intention to publish additional Questions and Answers as and when they arise. These will be numbered sequentially on issue.

All parties are advised to read these Questions and Answers in conjunction with other relevant published NNC Circulars, as listed in the attachment, which are now available via the PBA website, www.probationboards.co.uk in the "HR and Employment" section.

You are asked to bring this information to the attention of colleagues as appropriate.

Yours faithfully

**Martin Wargent
Judy McKnight**

Joint Secretaries