

**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
The Treasurer of the Probation Board/Trust
Members of the NNC**

12th November 2008

NNC CIRCULAR NO.16/2008

Dear Madam/Sir

2008-2010 NNC SALARY SETTLEMENT

We write to advise you that agreement has now been reached on the 2008-2010 NNC Salary Settlement for employees covered by the National Negotiating Council for the Probation Service as set out below:

From 1st April 2008

1. A pay increase on all pay points of 2%;
2. Payment of an unconsolidated, and non-pensionable, lump sum in recognition of the movement of the progression date from 1st April to 1st October. (*This unconsolidated lump sum will be calculated as half of the progression that would have taken place on 1st April, i.e., 1.5%, 1% or 0.5%*);
3. London Allowance to be increased to £3,700pa.

On 1st October 2008

4. Progression, for the period from 1st October 2008 to 30th September 2009, of 3; 2; 1 pay points for those staff below the maximum;
5. The minimum for each of Pay Bands 1, 2, 3 and 4 to be raised by one pay point;
6. A minimum increase of £900.

From 1st April 2009

7. A pay increase on all pay points of 2.3%;
8. London Allowance to be increased to £3,800pa.

On 1st October 2009

9. Progression, for the period from 1st October 2009 to 30th September 2010, of 3; 2; 1 pay points for those staff below the maximum;
10. The minimum for each of Pay Bands 1, 2, 3 and 4 to be raised by one pay point;
11. A minimum increase of £900.

Progression arrangements from 1st October 2010 will be the subject of future negotiation.

See Annex A for full details of the pay settlement.

You are asked to advise all concerned as appropriate.

Yours faithfully

Christine Lawrie
Jonathan Ledger

Joint Secretaries

ANNEX A

Pay Point	Band 1					
	1/4/2007	1/4/2008	1/10/2008	1/4/2009	1/10/2009	
1						
2						
3						
4						
5	£13,203	£13,467				
6	£13,337	£13,604	£13,604	£13,917		
7	£13,464	£13,733	£13,733	£14,049	£14,049	
8	£13,591	£13,863	£13,863	£14,182	£14,182	
9	£13,728	£14,003	£14,003	£14,325	£14,325	
10	£13,862	£14,139	£14,139	£14,464	£14,464	
11	£13,996	£14,276	£14,276	£14,604	£14,604	
12	£14,137	£14,420	£14,420	£14,752	£14,752	
13	£14,277	£14,563	£14,563	£14,898	£14,898	
14	£14,414	£14,702	£14,702	£15,040	£15,040	
15	£14,548	£14,839	£14,839	£15,180	£15,180	
16	£14,698	£14,992	£14,992	£15,337	£15,337	
17	£14,836	£15,133	£15,133	£15,481	£15,481	
18	£14,990	£15,290	£15,290	£15,642	£15,642	
19	£15,133	£15,436	£15,436	£15,791	£15,791	
20	£15,277	£15,583	£15,583	£15,941	£15,941	
21	£15,434	£15,743	£15,743	£16,105	£16,105	
22	£15,588	£15,900	£15,900	£16,266	£16,266	
23	£15,736	£16,051	£16,051	£16,420	£16,420	
	Band 2					
23	£15,736	£16,051				
24	£15,893	£16,211	£16,211	£16,584		
25	£16,047	£16,368	£16,368	£16,744	£16,744	
26	£16,201	£16,525	£16,525	£16,905	£16,905	
27	£16,361	£16,688	£16,688	£17,072	£17,072	
28	£16,526	£16,857	£16,857	£17,245	£17,245	
29	£16,693	£17,027	£17,027	£17,419	£17,419	
30	£16,856	£17,193	£17,193	£17,588	£17,588	
31	£17,017	£17,357	£17,357	£17,756	£17,756	
32	£17,191	£17,535	£17,535	£17,938	£17,938	
33	£17,358	£17,705	£17,705	£18,112	£18,112	
34	£17,519	£17,869	£17,869	£18,280	£18,280	
35	£17,700	£18,054	£18,054	£18,469	£18,469	
36	£17,871	£18,228	£18,228	£18,647	£18,647	
37	£18,051	£18,412	£18,412	£18,835	£18,835	
38	£18,225	£18,590	£18,590	£19,018	£19,018	
39	£18,406	£18,774	£18,774	£19,206	£19,206	
40	£18,590	£18,962	£18,962	£19,398	£19,398	
41	£18,771	£19,146	£19,146	£19,586	£19,586	
42	£18,955	£19,334	£19,334	£19,779	£19,779	
43	£19,146	£19,529	£19,529	£19,978	£19,978	
44	£19,333	£19,720	£19,720	£20,174	£20,174	
45	£19,524	£19,914	£19,914	£20,372	£20,372	
46	£19,710	£20,104	£20,104	£20,566	£20,566	

Pay Point	Band 3					
	1/4/2007	1/4/2008	1/10/2008	1/4/2009	1/10/2009	
47	£19,909	£20,307				
48	£20,103	£20,505	£20,505	£20,977		
49	£20,297	£20,703	£20,703	£21,179	£21,179	
50	£20,500	£20,910	£20,910	£21,391	£21,391	
51	£20,707	£21,121	£21,121	£21,607	£21,607	
52	£20,912	£21,330	£21,330	£21,821	£21,821	
53	£21,123	£21,545	£21,545	£22,041	£22,041	
54	£21,320	£21,746	£21,746	£22,246	£22,246	
55	£21,538	£21,969	£21,969	£22,474	£22,474	
56	£21,752	£22,187	£22,187	£22,697	£22,697	
57	£21,956	£22,395	£22,395	£22,910	£22,910	
58	£22,184	£22,628	£22,628	£23,148	£23,148	
59	£22,408	£22,856	£22,856	£23,382	£23,382	
60	£22,622	£23,074	£23,074	£23,605	£23,605	
61	£22,849	£23,306	£23,306	£23,842	£23,842	
62	£23,070	£23,531	£23,531	£24,072	£24,072	
63	£23,308	£23,774	£23,774	£24,321	£24,321	
64	£23,532	£24,003	£24,003	£24,555	£24,555	
65	£23,763	£24,238	£24,238	£24,795	£24,795	
66	£24,007	£24,487	£24,487	£25,050	£25,050	
67	£24,244	£24,729	£24,729	£25,298	£25,298	
68	£24,478	£24,968	£24,968	£25,542	£25,542	
69	£24,720	£25,214	£25,214	£25,794	£25,794	
70	£24,967	£25,466	£25,466	£26,052	£26,052	
71	£25,211	£25,715	£25,715	£26,306	£26,306	
72	£25,466	£25,975	£25,975	£26,572	£26,572	
73	£25,717	£26,231	£26,231	£26,834	£26,834	
74	£25,974	£26,493	£26,493	£27,102	£27,102	

Pay Point	Band 4					
	1/4/2007	1/4/2008	1/10/2008	1/4/2009	1/10/2009	
75	£26,229	£26,754				
76	£26,487	£27,017	£27,017	£27,638		
77	£26,751	£27,286	£27,286	£27,914	£27,914	
78	£27,011	£27,551	£27,551	£28,185	£28,185	
79	£27,282	£27,828	£27,828	£28,468	£28,468	
80	£27,553	£28,104	£28,104	£28,750	£28,750	
81	£27,821	£28,377	£28,377	£29,030	£29,030	
82	£28,095	£28,657	£28,657	£29,316	£29,316	
83	£28,377	£28,945	£28,945	£29,611	£29,611	
84	£28,664	£29,237	£29,237	£29,909	£29,909	
85	£28,943	£29,522	£29,522	£30,201	£30,201	
86	£29,233	£29,818	£29,818	£30,504	£30,504	
87	£29,522	£30,112	£30,112	£30,805	£30,805	
88	£29,815	£30,411	£30,411	£31,110	£31,110	
89	£30,113	£30,715	£30,715	£31,421	£31,421	
90	£30,415	£31,023	£31,023	£31,737	£31,737	
91	£30,719	£31,333	£31,333	£32,054	£32,054	
92	£31,016	£31,636	£31,636	£32,364	£32,364	
93	£31,324	£31,950	£31,950	£32,685	£32,685	
94	£31,639	£32,272	£32,272	£33,014	£33,014	
95	£31,947	£32,586	£32,586	£33,335	£33,335	
96	£32,265	£32,910	£32,910	£33,667	£33,667	
97	£32,586	£33,238	£33,238	£34,002	£34,002	
98	£32,914	£33,572	£33,572	£34,344	£34,344	
99	£33,232	£33,897	£33,897	£34,677	£34,677	
100	£33,570	£34,241	£34,241	£35,029	£35,029	
101	£33,897	£34,575	£34,575	£35,370	£35,370	
102	£34,239	£34,924	£34,924	£35,727	£35,727	

Pay Point	Band 5					
	1/4/2007	1/4/2008	1/10/2008	1/4/2009	1/10/2009	
99	£33,232	£33,897	£33,897	£34,677	£34,677	
100	£33,570	£34,241	£34,241	£35,029	£35,029	
101	£33,897	£34,575	£34,575	£35,370	£35,370	
102	£34,239	£34,924	£34,924	£35,727	£35,727	
103	£34,574	£35,265	£35,265	£36,076	£36,076	
104	£34,918	£35,616	£35,616	£36,435	£36,435	
105	£35,266	£35,971	£35,971	£36,798	£36,798	
106	£35,611	£36,323	£36,323	£37,158	£37,158	
107	£35,968	£36,687	£36,687	£37,531	£37,531	
108	£36,320	£37,046	£37,046	£37,898	£37,898	
109	£36,682	£37,416	£37,416	£38,277	£38,277	
110	£37,049	£37,790	£37,790	£38,659	£38,659	
111	£37,411	£38,159	£38,159	£39,037	£39,037	
112	£37,782	£38,538	£38,538	£39,424	£39,424	
	Band 6					
111	£37,411	£38,159	£38,159	£39,037	£39,037	
112	£37,782	£38,538	£38,538	£39,424	£39,424	
113	£38,177	£38,941	£38,941	£39,837	£39,837	
114	£38,542	£39,313	£39,313	£40,217	£40,217	
115	£38,923	£39,701	£39,701	£40,614	£40,614	
116	£39,311	£40,097	£40,097	£41,019	£41,019	
117	£39,650	£40,443	£40,443	£41,373	£41,373	
118	£40,063	£40,864	£40,864	£41,804	£41,804	
119	£40,463	£41,272	£41,272	£42,221	£42,221	
120	£40,870	£41,687	£41,687	£42,646	£42,646	
121	£41,273	£42,098	£42,098	£43,066	£43,066	
122	£41,686	£42,520	£42,520	£43,498	£43,498	
123	£42,102	£42,944	£42,944	£43,932	£43,932	
124	£42,525	£43,376	£43,376	£44,374	£44,374	
125	£42,954	£43,813	£43,813	£44,821	£44,821	
126	£43,387	£44,255	£44,255	£45,273	£45,273	
127	£43,822	£44,698	£44,698	£45,726	£45,726	
128	£44,258	£45,143	£45,143	£46,181	£46,181	
129	£44,707	£45,601	£45,601	£46,650	£46,650	