

**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
Members of the NNC**

30 September 2009

NNC CIRCULAR NO.11/2009

Dear Madam/Sir

Joint Working Group – Agreed recommendations

Please find attached the following agreed recommendations produced by the NNC Joint Working Group which were agreed by the NNC at its meeting on 23rd September 2009.

The Joint Working Group has put in place a series of meetings at which these recommendations will be addressed with the aim of reaching agreement by 1st April 2010.

You are asked to advise all concerned as appropriate.

Yours faithfully

**Christine Lawrie
Jonathan Ledger**

Joint Secretaries

AGREED RECOMMENDATIONS FROM THE NNC JOINT WORKING GROUP

1. This joint executive summary report will be presented to the September 2009 NNC.
2. The NNC to commence negotiations forthwith setting timescales and milestones for pay modernisation implementation on 1 April 2010.
3. Scoping paper on potential mechanisms to underpin pay progression, including:
 - i) Competence related progression linked to KSF.
 - ii) Performance related progressionto be commissioned by the NNC.
4. 6 band grading structure to remain unchanged.
5. Shorten NNC pay scales, subject to affordability.
6. Discussions to commence on methods to harmonise working hours.
7. No change to OT / Unsocial Hours payments as defined by the NNC Handbook at this time. The rates to be reviewed in pay negotiations.
8. NNC to commission a report on a national approach to Workload Management.
9. NNC to conduct an Equal Pay Audit of national Pay Policies including consistency checking in line with EHRC guidelines.
10. All Employers will be expected to conduct an Equal Pay Audit in line with EHRC guidelines.

