

National Negotiating Council for the Probation Service

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

22 June 2010

NNC CIRCULAR NO.5/2010

Dear Madam/Sir

Pay Protection

In recent months the Joint Secretaries have received a number of requests for advice in respect of the above.

In the interests of clarity, we thought it might be helpful for us to reaffirm that NNC Circular 13/2008 applies only in circumstances where a post is down banded as a result of a job evaluation exercise. This is consistent with the pay protection provisions in the 2006 Pay Agreement. With hindsight, the headline in the circular should have highlighted its relevance to the Job Evaluation Scheme.

There is also a national agreement on the period of pay protection afforded when an employee incurs additional travelling costs as a result of directed redeployment.

Although the wider issue is the subject of continuing discussion between the Joint Secretaries, agreement on periods of pay protection arising, for example, as a result of restructuring or redeployment, has historically been, and continues to be, the subject of local negotiation.

The Joint Secretaries remain available to assist as appropriate.

Yours faithfully

**Christine Lawrie
Jonathan Ledger**

Joint Secretaries