

**FROM THE PERMANENT SECRETARY**  
**Peter May**

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via email: [Elizabeth.Waterfall@beis.gov.uk](mailto:Elizabeth.Waterfall@beis.gov.uk)

Mr Jerry Cope  
Chair  
Prison Service Pay Review Body  
Office of Manpower Economics  
Fleetbank House  
2-6 Salisbury Square  
LONDON EC4Y 8JX

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Dear Mr Cope

### **PRISON GRADES PAY SETTLEMENT 2018**

Thank you for your letter dated 20 December 2018 in relation to the pay settlement for prison grades in Northern Ireland for 2018. I am writing to thank you and your colleagues for your approach to this pay round and your recommendations on addressing emerging issues with recruitment and retention, and morale and motivation.

NIPS submitted the pay remit to the Department of Finance and subsequently met Sue Gray, the Permanent Secretary and her officials to discuss your recommendations. DoF were mindful that Departmental planning assumptions were predicated on a 1% pay increase, Treasury pay guidance provided for an award in the range of 1% - 1.5%, and there was a need to ensure consistency of approach across the wider NI public sector.

Both NIPS and DoF officials were in agreement on a number of principles in respect of 2018 pay including affordability, the need to address recruitment and retention difficulties, targeted revalorisation to address relativities, a focus on the lowest paid staff; and an increase in the Supplementary Risk Allowance.

However, the proposed overall consolidated increase was outside the range of the wider public sector and NIPS was asked to put forward an alternative costing. Both Departments wished to retain as much of the PSPRB recommendations as possible, and agreed upon an option which brought closest alignment to public sector pay guidance, and the above principles. As a result, the following grades will receive a consolidated increase of 1.5% (rather than the 2% proposed by the PSPRB): Senior Officer pre 2002, Main Grade Officer pre 2002, and Main Grade Officer post 2002. All other Prison Service Pay Review Body recommendations for 2018 will be implemented.

On this basis, the Department of Finance approved the revised pay remit on 28 February 2019.

NIPS colleagues will liaise with your Secretariat on the timing of the publication of the report on the Prison Service Pay Review Body website. NIPS will action the pay changes and pay arrears, as appropriate, in salaries at the end of March, and lay a copy of the PSPRB report in the Assembly library.

Yours sincerely



**PETER MAY**