



FOR ACTION	FOR INFORMATION	ISSUE NUMBER
	<b>All Prison Grade Staff</b>	NS 07 /22
		DATE OF ISSUE
		<b>28 April 2022</b>
		REPLACES
CONTACT POINT		
<b>Head of Pay, Travel, and Industrial Relations</b>		

## PAY AWARD 2021/22 FOR PRISON GRADES

### Pay Policy – Entitlement to a Pay Award

Staff must have been in post on 1 April and have at least 90 days satisfactory performance in the grade to be eligible for the pay award and receive progression and revalorisation. Staff who do not meet these criteria only receive revalorisation. Custody Prison Officers must have attained their Certificate prior to the settlement date to receive progression.

### 1. Operational Support Grade

<b>2020 Pay Scale</b>
£21,930

The pay award is actioned from **left to right** as follows:

2020 Salary	2021 Progression	2021 Revalorisation
£21,930	n/a	£22,149

<b>2021 Pay Scale</b>	SRA	Total Remuneration
£22,149 (1)	£3,492	£25,641

2a. PCO 40 hour pay scale

<b>2020 Pay Scale</b>
£22,491
£21,793
£21,298

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorise and Reposition
£22,491	n/a	£24,154
£21,793	£22,491	£23,436
£21,298	£21,793	£22,718
£21,298	n/a	£22,010

<b>2021 Pay Scale</b>	SRA	Total Remuneration
£24,872 (5)	£3,492	£28,364
£24,154 (4)	£3,492	£27,646
£23,436 (3)	£3,492	£26,928
£22,718 (2)	£3,492	£26,210
£22,010 (1)	£3,492	£25,502

2b. PCO 35 hour pay scale

<b>2020 Pay Scale</b>
£19,680
£19,069
£18,636

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorise and Reposition
£19,680	n/a	£21,135
£19,069	£19,680	£20,507
£18,636	£19,069	£19,878
£18,636	n/a	£19,259

<b>2021 Pay Scale</b>	SRA	Total Remuneration
£21,763 (5)	£3,492	£25,255
£21,135 (4)	£3,492	£24,627
£20,507 (3)	£3,492	£23,999
£19,878 (2)	£3,492	£23,370
£19,259 (1)	£3,492	£22,751

2c. PCO 20 hour Pay Scale

<b>2020 Pay Scale</b>
£11,246
£10,897
£10,649

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorise and Reposition
£11,246	n/a	£12,077
£10,897	£11,246	£11,718
£10,649	£10,897	£11,359
£10,649	n/a	£11,005

<b>2021 Pay Scale</b>	SRA	Total Remuneration
£12,436 (5)	£3,492	£15,928
£12,077 (4)	£3,492	£15,569
£11,718 (3)	£3,492	£15,210
£11,359 (2)	£3,492	£14,851
£11,005 (1)	£3,492	£14,497

3. Night Custody Officer (44 hours)

<b>2020 Pay Scale</b>
£24,742
£24,205
£23,731
£23,428

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorise and Reposition
£24,742	n/a	£26,569
£24,205	£24,742	£25,779
£23,731	£24,205	£24,990
£23,428	£23,731	£24,211

<b>2021 Pay Scale</b>	SRA	Total Remuneration
£27,359 (5)	£3,492	£30,851
£26,569 (4)	£3,492	£30,061
£25,779 (3)	£3,492	£29,271
£24,990 (2)	£3,492	£28,482
£24,211 (1)	£3,492	£27,703

#### 4. Custody Prison Officer

<b>2020 Pay Scale</b>
£28,601
£27,561
£26,622
£25,684
£24,746
£23,807
£22,869
£21,930

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorise and Reposition
£28,601	n/a	£29,410
£27,561	£28,601	£29,410
£26,622	£27,561	£28,337
£25,684	£26,622	£27,264
£24,746	£25,684	£26,191
£23,807	£24,746	£25,118
£22,869	£23,807	£24,045
£21,930	£22,869	£24,045
£21,930	n/a	£22,149

<b>2021 Pay Scale</b>	SRA	Total Remuneration
£32,629 (10)	£3,492	£36,121
£31,556 (9)	£3,492	£35,048
£30,483 (8)	£3,492	£33,975
£29,410 (7)	£3,492	£32,902
£28,337 (6)	£3,492	£31,829
£27,264 (5)	£3,492	£30,756
£26,191 (4)	£3,492	£29,683
£25,118 (3)	£3,492	£28,610
£24,045 (2)	£3,492	£27,537
£22,149 (1)	£3,492	£25,641

#### 5. Main Grade Officer – post 2002

<b>2020 Pay (MGO post 2002)</b>
£32,305

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorisation
£32,305	n/a	£32,629

<b>2021 Pay Scale</b>	SRA	Total Remuneration
£32,629 (1)	£3,492	£36,121

#### 6. Main Grade Officer (pre 2002)

<b>2020 Pay Scale</b>	<b>2021 Pay Scale</b>
£39,972 (5)	£39,972 (5)
£39,189 (4)	£39,189 (4)
£38,806 (3)	£38,806 (3)
£38,424 (2)	£38,424 (2)
£38,046 (1)	£38,046 (1)

MGO pre 2002 staff will receive a non-consolidated payment of £400. This will be pro-rated for staff on reduced hours.

#### 7. Senior Prisoner Custody Officer (40 hours)

<b>2020 Pay Scale</b>
£25,597
£24,781
£23,965
£23,154

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorisation
£25,597	n/a	£25,853
£24,781	£25,597	£25,853
£23,965	£24,781	£25,029
£23,154	£23,965	£24,205

<b>2021 Pay Scale</b>	SRA	Total Remuneration
£25,853	£3,492	£29,345
£25,029	£3,492	£28,521
£24,205	£3,492	£27,697

#### 8. Principal Prisoner Custody Officer (40 hours)

<b>2020 Pay Scale</b>
£29,274
£28,581
£27,887
£27,194
£26,495

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorisation
£29,274	n/a	£29,567
£28,581	£29,274	£29,567
£27,887	£28,581	£28,867
£27,194	£27,887	£28,166
£26,495	£27,194	£27,466

<b>2021 Pay Scale</b>	SRA	Total Remuneration
£29,567	£3,492	£33,059
£28,867	£3,492	£32,359
£28,166	£3,492	£31,658
£27,466	£3,492	£30,958
£26,760	£3,492	£30,252

#### 9. Senior Officer Post 2002

<b>2020 Pay Scale</b>
£41,351
£40,449
£39,546
£38,643
£37,740
£36,838

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorisation
£41,351	n/a	£41,765
£40,449	£41,351	£41,765
£39,546	£40,449	£40,853
£38,643	£39,546	£39,941
£37,740	£38,643	£39,029
£36,838	£37,740	£38,117

<b>2021 Pay Scale</b>	SRA	Total Remuneration
£41,765 (5)	£3,492	£45,257
£40,853 (4)	£3,492	£44,345
£39,941 (3)	£3,492	£43,433
£39,029 (2)	£3,492	£42,521
£38,117 (1)	£3,492	£41,609

#### 10. Senior Officer Pre 2002

<b>2020 Pay Scale</b>	<b>2021 Pay Scale</b>
£43,632 (1)	£43,632 (1)

SO pre 2002 staff will receive a non-consolidated payment of £436. This will be pro-rated for staff on reduced hours.

### 11. Governor, Head of Unit

<b>2020 Pay Scale</b>
£54,725
£53,920
£53,120
£52,320
£51,520

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorisation
£54,725	n/a	£55,272
£53,920	£54,725	£55,272
£53,120	£53,920	£54,459
£52,320	£53,120	£53,651
£51,520	£52,320	£52,843
£51,520	n/a	£52,035

<b>2021 Pay Scale</b>
£55,272 (5)
£54,459 (4)
£53,651 (3)
£52,843 (2)
£52,035 (1)

### 12. Governor, Head of Function

<b>2020 Pay Scale</b>
£61,165
£60,240
£59,320
£58,395
£57,470

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorisation
£61,165	n/a	£61,777
£60,240	£61,165	£61,777
£59,320	£60,240	£60,842
£58,395	£59,320	£59,913
£57,470	£58,395	£58,979
£57,470	n/a	£58,045

<b>2021 Pay Scale</b>
£61,777 (5)
£60,842 (4)
£59,913 (3)
£58,979 (2)
£58,045 (1)

13. Governor in Charge (other posts)

<b>2020 Pay Scale</b>
£78,085
£76,730
£75,375
£74,015
£72,660

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorisation
£78,085	n/a	£78,866
£76,730	£78,085	£78,866
£75,375	£76,730	£77,497
£74,015	£75,375	£76,129
£72,660	£74,015	£74,755
£72,660	n/a	£73,387

<b>2021 Pay Scale</b>
£78,866 (5)
£77,497 (4)
£76,129 (3)
£74,755 (2)
£73,387 (1)



14. Governor in Charge (Maghaberry)

<b>2020 Pay Scale</b>
£83,615
£83,000
£81,650
£80,295
£78,945

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorisation
£83,615	n/a	£84,451
£83,000	£83,615	£84,451
£81,650	£83,000	£83,830
£80,295	£81,650	£82,467
£78,945	£80,295	£81,098
£78,945	n/a	£79,734

<b>2021 Pay Scale</b>
£84,451 (5)
£83,830 (4)
£82,467 (3)
£81,098 (2)
£79,734 (1)

15. Director of Prisons

<b>2020 Pay Scale</b>
£86,705
£85,705

The pay award is actioned from left to right as follows:

2020 Salary	2021 Progression	2021 Revalorisation
£86,705	n/a	£87,572
£85,705	£86,705	£87,572
£85,705	n/a	£86,562

<b>2021 Pay Scale</b>
£87,572
£86,562

## Allowances

The Supplementary Risk Allowance increases from £3,456 to £3,492 with effect from 1 September 2021.