

Probation Pay and Increments - Outcome of NNC**NO pay offer and
NO movement on
increments**

At the National Negotiating Council meeting on 22 April the Employers still were not able to come forward with an offer in response to our pay claim, submitted in January. They have promised us we will have an offer “soon”.

The Employers also assured us they had heard us when we conveyed the anger of members at the non-payment of due increments from 1 April 2008.

Integrity

The Trade Union Side made a clear statement at the meeting in respect of the potentially long term damage being done to the negotiating process as a result of the non payment of increments.

We made clear that the integrity of the process was being threatened by the Employers' actions. We put on record that at no stage during the three years of the negotiations leading up to the 2005 Pay and Modernisation Agreement, did the Employers ever state or imply that the payment of increments from 1 April 2008 would be held back until pay negotiations had been completed that year.

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We also had a visual – and verbal - aid at the meeting: -
“The Probation Handbook” published in 1935”



The Handbook referred to the fact that probation staff were employed on salary scales rather than points, and staff progressed up the scales from the minimum to the maximum. The Handbook confirmed that this system operated at least from 1926.

The application of 3% incremental progression on an annual basis dates back to the 1960s. When that agreement has been varied, it has been by mutual agreement. As unions we are not aware of any other year when the Employers have said that the application of normal incremental progression had to await the settlement of that years' pay negotiations.

Negotiations will be continuing in early May and a further NNC will be held in early June.

Ballot for Action Goes Ahead

As unions we put the Employers on notice that the indicative ballot of members to seek support for industrial action in the dispute over increments will continue as planned.

Ballot papers will be issued to Napo members by the Electoral Reform Society on 1 May and the ballot closes at noon on 30 May.