

**In its annual report, the Prison Service Pay Review Body has recommended a 2.5 per cent basic increase to pay rates for prison officers, in-charge governors and other operational managers. The Home Secretary has decided to implement these recommendations in full, with effect from 1 April 2005.**

The independent body, which is chaired by Sir Toby Frere, also recommended that pay scales for senior operational managers should be raised by 6 per cent in recognition of the external pay market for this group. Pay for senior officers will rise by 3 per cent, creating greater incentives for long-serving prison officers to seek promotion. The cost for these pay awards will be met from within the Prison Service's existing budget.

Despite accepting these recommendations for the coming financial year, the Home Office has made it clear that its foremost priority is to modernise Prison Service's pay systems, which it recognises are in urgent need of restructuring. Prison Service officials will be meeting representatives from the Pay Review Body and the Treasury in the coming weeks to discuss how this modernisation can best be taken forward.

The key recommendations in the report are:

- A 2.5 per cent basic increase to pay rates for prison officer and related grades and operational managers from 1 April 2005.
- A 3 per cent basic increase for senior officers from 1 April 2005.
- An increase of 6 per cent to the maxima and minima of the pay scales for senior operational managers.
- No change to Local Pay Allowance rates from 1 April 2005. These remain at:
  - £4,000 per annum for the 'top' rate (mainly London)
  - £3,100 per annum for the 'high' rate
  - £2,600 per annum for the 'middle' rate
  - £1,100 per annum for the 'lower' rate
- Required Hours Addition for operational managers to be increased by the basic award figure (2.5 per cent).
- Healthcare specialist allowance increased by 2.5 per cent but all others frozen at current rates.
- All other allowances (Tornado, bedwatch, on call, dirty protest, etc) increased by 2.5 per cent except for the care and

maintenance of dogs allowance to be increased by 1 per cent.

Prison minister, Paul Goggins, said:

"In agreeing the review body's recommendations in full, we are making a reasonable award that will allow the Service to continue to provide high levels of service."

"However, we recognise that although the review body recognises the importance of modernising pay structures within the prison service, this award does not take the service forward as far as we would have liked to have gone."

"Pay modernisation is particularly important, given the increasingly competitive environment in which public sector prisons will be operating. I am very keen that we continue to move towards a long term pay deal, which will give the service the ability to operate effectively and confidently within the highly competitive environment that has been created with the introduction of the National Offender Management Service (NOMS)."

The Director General of the Prison Service, Phil Wheatley, said: "I share the Minister's view that this is a reasonable award in terms of the basic uplift, but I am disappointed that our proposals for pay modernisation have been rejected by the Review Body."

"If the Service is to meet future challenges, it is vital that we modernise our pay systems to enable us to recruit, retain and motivate the staff we need."

"I am very pleased that the Review Body has recognised the funding constraints placed on the Prison Service and the effect this has had on our ability to modernise; I now hope that a way can be found for money to be made available to assist the Service in making much needed pay reforms as part of the project to introduce a new job evaluation system (JES) across the Service."

The Home Secretary has thanked Sir Toby Frere for the efforts made by the Prison Service Pay Review Body to provide a pay review that is acceptable to all the involved parties.

#### **Notes to editors:**

1. This is the fourth report of the Prison Service Pay Review Body.

2. The full report is available on the Office of Manpower Economics website ([www.ome.uk.com](http://www.ome.uk.com)), this website can also be accessed through a link from the Prison Service's own website ([www.hmprisonservice.gov.uk](http://www.hmprisonservice.gov.uk)).
3. For further information please call the Home Office Press Office on 020 7035 4381