



SPS - 3 Year Deal

SPS believe that a three year deal provides the best possible outcome for our staff in terms of salary increases over the next 3 years.

As far as we know, this is the **biggest pay offer** anywhere across the public sector for many years.

This Pay Offer is **not** about:

- efficiency savings
- reductions in complements
- changes to attendance patterns
- changes to job descriptions or new roles
- restructuring

For more information, [click here](#)

Pay Offer 2019-2022

SPS has presented a three year pay offer to the trade unions. The offer follows months of discussions and is a full and final offer covering the period 1 April 2019 to 31 March 2022.

For those already on the maximum, your total annual pay awards are shown below, these include both your consolidated and non-consolidated pay.

	2019	2020	2021
Band B	8%	4%	4%
Band C	6.4%	4%	4%
Band D	6.6%	4%	4%
Band E	6%	3%	3%
Band F	4%	3%	3%
Band G	3%	3%	3%
Band H	3%	3%	3%
Band I	3%	3%	3%

The table below illustrates what the new maximum salaries will be

Maximum Pay Points			
	2019	2020	2021
Band B	£20,004	£20,805	
Band C	£24,873	£25,868	£26,903
Band D	£32,356	£33,651	£34,998
Band E	£38,347	£39,114	£39,897
Band F	£43,800	£44,676	£45,570
Band G	£51,431	£52,590	£53,642
Band H	£62,006	£63,247	£64,512
Band I	£74,833	£76,330	£77,857

By comparison ...

English and Welsh prison service (HMPPS) have just announced a pay award worth an average of 2.2%