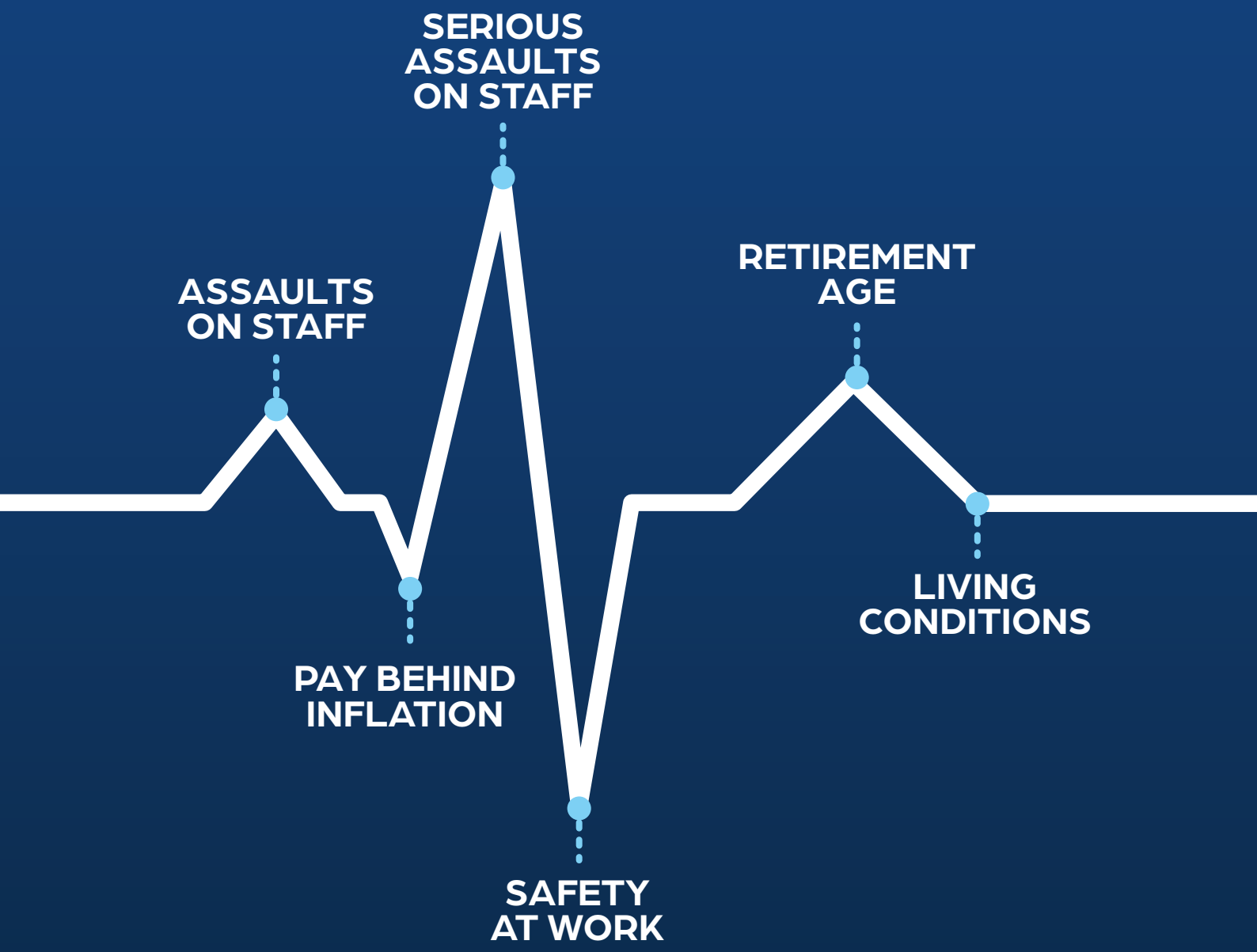
PAY RESTORATION



PAY POA MEMBERS THEIR WORTH

POA

The Professional Trade Union for Prison, Correctional and Public and Private Mental Health Trust Service Providers

Index

Annexes all attached as separate documents:

Glossary of Terms

ACH: Additional Committed Hours
ACHP: Pensionable Additional Committed Hours
AED: Area Executive Director
ASHE: Annual Survey of Hours and Earnings
AWDL: Average Working Days Lost
CPI: Consumer Prices Index
CPO: Custody Prison Officer (Northern Ireland)
ECSL: End of Custody Supervised Licence
EEI: Employee Engagement Index
FTE: Full-time equivalent
GDP: Gross Domestic Product
HMIP: His Majesty's Inspectorate of Prisons
HMP: His Majesty's Prison
HMPPS: His Majesty's Prison and Probation Service (or the Prison Service)
HMPS: His Majesty's Prison Service
HMT: His Majesty's Treasury
HMYOI: His Majesty's Young Offenders Institution
IDR: Incomes Data Research
ILO: International Labour Organisation
LPA: Locality Pay Allowance
MoJ: Ministry of Justice
NDTSG: National Dog and Technical Support Group
NHS: National Health Service
NLW: National Living Wage
NTRG: National Tactical Response Group
OBR: Office for Budget Responsibility
OME: Office of Manpower Economics
ONS: Office for National Statistics
ORRU: Operational Response and Resilience Unit
OSG: Operational Support Grade
PCS: Public and Commercial Services union
PEI: Physical Education Instructor
PGA: Prison Governors' Association
POA: The Professional Trade Union for Prison, Correctional and Public and Private Mental Health Service Providers
PSPRB: Prison Service Pay Review Body
RHA: Required Hours Addition/Allowance
SANEO: Shaping a New Employee Offer
SPS: Scottish Prison Service
SRA: Supplementary Risk Allowance (Northern Ireland)
TOIL: Time off in lieu
TUPE: Transfer of Undertakings (Protection of Employment) Regulations 2006
UWH: Unsocial Working Hours allowance
YCS: Youth Custody Service
YOI: Young Offender Institution

Foreword

The POA again take this opportunity to remind the Prison Service Pay Review Body that it represents a compensatory mechanism for Prison Officer grades not having the right to take any form of industrial action or even to withdraw from undertaking additional unpaid duties as industrial leverage on pay or conditions. The POA wish to place on record, as we have each year, our absolute objection to previous or prospective government interference in the PSPRB process.

As we have always made clear, if the PSPRB is to be seen as truly independent, it must be allowed to consider evidence and make its decisions completely free from any government interference via restrictive remit letters and biased guidance from HM Treasury.

Preparation for the submission of our report this year has been hampered by the late availability of the financial data that is used to calculate the cost of our proposals more accurately.

The Prison Service remains in crisis, with staff shortages, overcrowding and under-resourcing continuing this year as it has in the past. Significant numbers of staff continue to be deployed on detached duty, with all the costs and difficulties associated with this supposed short-term emergency measure. The POA have never known such prolonged use on such a large scale of this process to prop up a service that is unable to fulfil its recruitment and retention requirements. This remains some of the clearest evidence of significant and prolonged mismanagement of a vital public service by the previous government.

Since the change of government in July this year, we have seen a mass of media activity around the Prison Service crisis, with increasing numbers of prisoners being released early from their sentences to ensure the service has capacity to deliver the daily needs of the courts. It is against this background and the turmoil it creates within prisons that those within the remit group are required to work. Clearly, it increases the stress, pressure and tensions that already exist within the working environment.

We again enter this year's pay round in an entrenched and enduring recruitment and retention crisis. There are no signs or indications of an improving picture for the Service at this time.

HMPPS may well want to talk of recovery, but a slowing down of attrition is not recovery. If we look back to 2010, the officer attrition rate across the service was 4.1%, with not a single establishment being at or above the current average of 13.1%. In 2010, the highest officer attrition rate was 13.7%. This year's stats show the highest establishment-based officer leaving rate at 39.6%.

This is the evidence the PSPRB needs to consider, and to ask, why do new recruits not commit to a vocational career as a Prison Officer, as many experienced staff did in the past?

The POA acknowledge that it is not all just pay – when officers decide to leave, there are many other factors that influence that choice – but pay is the critical aspect the Pay Review Body is tasked to look at and has control over.

Throughout the past 12 months, we have seen the Chief Inspector of Prisons issue report after report criticising establishments for not delivering more time out of cell for the prisoners held within them, the central reason for this being increased staff shortages. Again, this is clear evidence that there is a staffing crisis in our prisons.

For many new recruits, the Prison Service, as a vocational career, is a thing of the past. Today it is seen as no more than just a job. Indeed, the operational environment is not conducive to planning a long-term career, with staff having to work to the age of 68 to gain their full pension. Where is the inducement for staff to see a long-term career in the Prison Service and the good that can be done over a 30-to-40-year career?

The working environment remains the most hostile and violent workplace of anywhere or any other occupation in the world. Officers are going to work in an environment where there are 88 assaults a day across the service, and 28 of those are assaults on staff. Against this operational backdrop and increasing levels of self-harm and overcrowding, those within our remit group strive to deliver the best service possible for those in their care, all too often without the proper recognition they deserve.

The POA call on the PSPRB to recommend a wage increase that properly reflects the dangers and pressures faced day after day and convince our members that being a Prison Officer is a worthwhile choice and is a financially beneficial decision. We also seek pay restoration from the PSPRB in order to make up for the "lost" years of inadequate pay awards. Staff at all grades within

the remit group continue to have to work regular overtime or Payment Plus to make ends meet and maintain a decent standard of living. For our OSG members, there is an over-reliance on unsocial hours working.

The POA welcomed many of the comments and recommendations – with some notable exceptions, particularly for closed grade staff – contained within the PSPRB's 23rd report. Unfortunately, the directions given for HMPPS to share data around B2 unsocial hours working, as a percentage of hours worked nationally and broken down by establishment, has not been received by the POA. However, it would come as no surprise to this union if only one or two establishments were actually compliant with USHW between 20% and 30% in relation to B2 OSG grades.

Many of the issues set out here are not new revelations to the Pay Review Body, and certainly not to the POA, but they are central to the daily working lives of Prison Officers up and down the country.

We have a new government in charge of the criminal justice system and we can only hope they have a more open mind on the future of the Prison Service and the need to treat the frontline deliverers of that service with the dignity and respect they deserve.

Going forward, HMPPS have ambitions to modernise but the reforms of their offer to employees need to be long-term funded, as it is impossible to achieve any level of modernisation and reform at zero cost.

The POA have engaged this year with HMPPS over the Workforce Delivery Project. This project was sold to the POA as a much-needed opportunity for HMPPS to assess where previous Spending Review funding has been applied and to get an up-to-date and accurate picture of the staffing position and new roles created since the failed benchmarking programme. The POA believe that the Workforce Delivery Project's actual intention – as it is zero funded – is to move resources from prisons that are delivering to bolster the resources of prisons that are struggling to deliver. The POA will not engage if the Workforce Delivery Project becomes "Benchmarking 2.0" or removes any resource from the frontline delivery.

A proposal to remove and reduce Key Work in order to increase establishments' non-effective was put to the POA earlier this year. The POA are vehemently opposed to any reduction in Key Work as we believe its introduction was a response to health and safety concerns previously raised by the union and is a tool that improved staffing levels and prisoner/staff relationships and assisted in reducing self-harm. The Key Work model has not been allowed to work as it was intended due to the obsession of some Governors to unlock large unmanageable numbers of prisoners with little for them to do. The most stable prisons employ a consistent Key Work model in favour of mass unlock. If Key Work was a fixed non-flexible task, the service would reap its benefits.

The non-effective part of the profile for a prison regime is funded, whereas the HMPPS proposal to increase the non-effective was not funded. HMPPS simply sought to take established funding and move that funding/staffing to the non-effective, which is alarming to this union, bearing in mind the history behind the introduction of Key Work.

We already have policy in place in the form of the Regime Management Plan, which was introduced to allow Governors to realign work safely. In its simplest form, the premise is that 100% of the profiled staff can safely deliver 100% of the properly profiled work, and that work can be stepped up or down depending on available staff, based on the Governor's delivery priorities. The priorities are set out and communicated both to staff and to prisoners at a bi-weekly planning meeting.

The POA have to constantly remind Governors that, if 100% of the staff on duty are not available, then 100% of the profiled work cannot be delivered. Unfortunately, this is often ignored as some Governors believe staff should be able to deliver all the work without sufficient resources available. This leads to excessive levels of violence and disorder.

The POA position is clear – the non-effective must be fully funded and any increase in non-effective hours must see an increase in staffing levels in order to accommodate the increase in non-effective hours. Without this, the only alternative would be to restrict regimes.

We hope the Pay Review Body agrees that the evidence proves the Prison Service remains in a staffing crisis and makes recommendations for the long term that can put the Prison Service on a firm footing going forward.

Section 1

POA Pay Claim 2024

- All Band 2, Band 3, Band 4 and Band 5 Fair & Sustainable grades (Uniformed Operational staff) in the remit group to **receive a consolidated uplift in salary at all pay points of 6.5%.**
- All closed grade staff including Prison Officer 2, G4S Prison Custody Officer, Operational Support Grade, G4S Closed Grade Security Officers, Prison Auxiliary, Night Patrol, Prison Officer, Senior Officer and Principal Officer to **receive a consolidated uplift in salary at all pay points of 6.5%.**
- **The F&S Unsociable Hours Allowance increases from 20% to 50% of Base Pay for all B2 OSG grades** to compensate them for continued unaddressed and very widespread excessive unsocial hours working due to frequency of night shifts within their shift patterns.
- **The F&S Unsociable Hours Allowance increases from 20% to 30% of Base Pay** for all Bands 3-5 Operational staff with the exception of B2 grades for the reasons above.
- **NTRG & NTDSG on call allowance increases by 30%** from £6,671 to £8,673.
- **A £1,000 payment to Band 2-5 Operational staff in the remit group** who take on additional unpaid tasks.
- **A £500 annual retainer paid to all who complete an initial Tornado course**, then paid annually after successful Tornado refresher completion.
- **Introduce a Specialist Allowance for Band 4 Physical Education Instructors consolidated at £1,500 per year.**
- **Introduce a Dog Trainers allowance of £1,500 for those delivering initial training** and an allowance of £1,000 a year for those delivering continuation training.

The POA recommendation, in line with our PSPRB bargaining group, is for public-sector Uniformed Operational staff only – including former G4S grades TUPE-protected transfers.

	Base Pay 2024	6.5% Uplift	Proposed Pay 2025
CG Night Patrol *	£26,276	£1,707	£27,938
CG Auxiliary*	£23,290	£1,513	£24,803
CG B2	£23,290	£1,513	£24,803
CG G4S Security Off **	£23,290	£1,513	£24,803
CG Prison Officer ***	£32,915	£2,139	£35,054
CG G4S PCO **	£27,425	£1,782	£29,207
CG Senior Officer	£35,429	£2,302	£37,731
CG Principal Officer	£38,087	£2,475	£40,562

* PSPRB Stats Pack March 2024 states 1 Night Patrol remain in Service & 1 Auxiliary and 1 G4S Closed Grade
** G4S Ranks for TUPE Protected T&C following return to public sector
Note: Within our remit group there is 1 G4S E1 grades on TUPE protected T&Cs. The POA submit that an 8.3% rise should also be applied to these grades and advise that, due to previous individually agreed rates of pay, this group should check viability of opting into F&S B5
*** Closed Grade Prison Officer: As of March 2024, 438 Prison Officer Grades B3-4 including specialists 27 remain in closed grade

F&S Band 2 grades + 6.5% at 50% Unsocial Hours 37hrs Max			
	Base Pay 2024	**6.5% Uplift**	**Proposed Pay 2025**
Band 2	£23,200	£1,508	£37,062
F&S Band 3-5 grades + 6.5% at 30% Unsocial 37hrs Max			
Band 3 Prison Officer	£28,472	£1,850	£39,418
Band 4 Supervising / Specialist Officer	£31,995	£2,079	£44,296
Band 5 CM	£36,429	£2,367	£50,435

Cost Estimate of POA 2025 Proposals

Costings for the POA proposal at 6.5% salary uplift and proposed changes to USH allowance:

F&S Band 2: **£64,819,962**
F&S Unified: **£1,367,739**
Former G4S and off-scale staff: **£281,444**
Total impact of 6.5% pay rise: **£66,469,144**
Uplift in Unsocial Hours Payments: **£40,154,555**
Total Cost: **£173,092,844**

Cost of Incremental Pay

Incremental Pay Costings: (PRB Stats Pack: Headcount of staff in post by age group, grade groups and grade Band 3-5 in HMPPS as of 31 March 2024, Table 1)

First year costs:
Band 2: **£5,988**
Band 3: **£18,952**
Band 4: **£3,821**
Band 5: **£1,835**

Total staff: 30,596 x £500 = **£15,298,000**

Cost of PEI specialist allowance

PEI specialist allowance: (PRB stats Pack: Headcount of Band 3-5 Officer specialists in post in HMPPS as of 31 March 2024, Table 5)

642 Band 4 PEI x £1,500 = **£963,000**
Target Staffing Figure = 724 x £1,500 = **£1,086,000**

Cost of uplift to ORRU on call

As of 13 November 2023, the POA were informed that 114 staff are in receipt of the ORRU call-out allowance. The cost of a 30% uplift is **£2,002** x 114 persons in receipt of the allowance.
Cost of POA proposal: **£228,228**

Dog Trainers proposed uplift

On current numbers this amount to:
Continuation Trainers: **£64,000** (£1,000 each)
Initial Trainers: **£112,500** (£1,500 each)

Section 2

The Economic Outlook and Pay Restoration

In the UK, the past 14 years have been a failure for living standards, jobs, growth and public finances.

Workers have endured the worst pay crisis for two centuries. Even now, real pay has barely changed from where it was before the global financial crisis, and average annual earnings stand around £15,000 below where they would be had pre-financial crisis trends continued. A living standards squeeze of this scale is unprecedented across the past two centuries.

Compared with 2010, when the Conservatives took office, real pay in the private sector (in 2024 Q2) is up only 5.2 per cent. If the comparison is made using RPI instead of CPI, real pay is down 8.8 per cent. Over the same period, real pay is down 3.6 per cent in the public sector on CPI and down 16.5 per cent on RPI (source: TUC submission to the Treasury for Autumn Budget 2024 - A better future).

While the pay crisis has been relentless, the past three years have been particularly difficult as they have seen the worst price increases for 40 years.

The headline CPI measure of inflation has now returned to the 2% target, but the cumulative damage has been severe. Compared with the start of 2022, CPI inflation is up 20% and RPI is up 27% – in effect, working people have experienced 10 years of inflation in three (the worst inflation outcome of all advanced economies).

On top of this, households have endured an equally unprecedented rise in interest rates – described as "monetary austerity" by Andrew Haldane, the former chief economist of the Bank of England.
The scale of this pressure was again exacerbated by the previous government's failures and had direct impacts for the public finances – following the Liz Truss mini-budget, government borrowing rates in the UK moved from the middle to the top of all G7 economies. Over the past three years, the rise in borrowing costs for the UK government has been higher than all other advanced nations.

Prison Officer pay suffered as governments took advantage of the fact that it was illegal for prison officers in England and Wales to take strike action.

Government-imposed pay austerity saw a period of six years where Prison Officer pay fell behind in real terms.

The POA believe that an element of its 6.5% uplift is an attempt to restore Prison Officer pay against its nearest comparator, that of a Police Constable.

Pay Point 7 for a Police Constable (National) is paid at £48,231 a year.

The maxima B3 F&S Prison Officer 39 hours (2xACHP) & 20% USH is £36,013.

This represents a difference of £12,218, with a Police Constable being paid 29% more than their highest-paid Prison Officer counterpart.

The POA believe that we must have the right people working in our prisons, dedicated to a lifelong vocation. We argue that pay restoration must be a feature of the PSPRB recommendation annually going forward.

Pay Restoration

The POA offer the PSPRB the opportunity to begin to restore the pay of Operational Bands 2-5 to a level that exceeds the rate of inflation over the past 12 years. Most staff are now subject to Fair and Sustainable pay scales but, even then, are well behind the rate of inflation due to pay freezes, pay pauses and below-inflation awards (https://iamkate.com/data/uk-inflation/).

Although the pay awards over the past two years have been well received by many, it is a fact that POA members continue to suffer the continued effects of the cost-of-living crisis. Pay restoration over the next two years would encourage remaining closed grades to opt in and enable the service to retain staff, thus gaining invaluable experience on the landings, and would also consume remaining market supplements so staff could enjoy consolidated pay, which is vital to longevity of their pension schemes now they are subject to a career average pension.

Fair and Sustainable pay is at least 13.15% behind inflation-matching awards since 2014 in relation to Bands 3-5 (POA Inflation / Pay award Comparator), and it is for this reason that the POA ask the PSPRB to deliver at least a 6.5% award this year. We offer the PSPRB an opportunity to restore pay levels to what they should have been over the past 12 years and compensate POA members for years of austerity and late pay awards. This would also convince many to stay in the service. The POA survey proves that pay is realistically the only incentive left to retain staff.

The POA submit a 6.5% pay awards for all Bands 2-5 Operational Prison Staff

POA Inflation/ Pay Award Comparator

Year	Inflation rate	Band 3 pay award	F&S Band 3 award	Detriment
2011	5.2%	0% (£250 under £21k)	n/a	Closed 5.2%; F&S n/a
2012	3.2%	0% (£250 under £21k)	n/a	Closed 3.2%; F&S n/a
2013	3.0%	0% (£250 non-consolidated)	Intro of F&S pay scales	Closed 3.0%; F&S n/a
2014	2.4%	1%	1%	Closed 1.4%; F&S 1.4%
2015	1.0%	0%	1.8%	Closed 1.0%; F&S +0.8%
2016	1.8%	0% (£300 non-consolidated)	1%	Closed 1.8%; F&S 0.8%
2017	3.6%	0% (£400 consolidated)	0% (£400 consolidated)	Closed 3.6%; F&S 3.6%
2018	3.3%	2.75%	2.75% (max pay point 5.25%)	Closed 0.55%; F&S 0.55%
2019	2.6%	2.2%	3%	Closed 0.4%; F&S +0.4%
2020	1.5%	2.5%	2.5%	Closed +1%; F&S +1%
2021	4.1%	0%	0%	Closed 4.1%; F&S 4.1%
2022	11.6%	4%	4% (£3k increase base salary)	Closed 7.6%; F&S 0%
2023	9.7%	0%	7%	Closed 9.7%; F&S 2.7%
2024	2.2%	0%	5%	Closed 2.2%; F&S 2.8%
Total	**55.5%**	**12.45% (since 2011)**	**28.05% (since 2014)**	**Closed 43.75%; F&S 13.15% (since 2014)**

Recruitment and Retention

- January 2024 to March 2024 saw HMPPS recruit 1,397 Bands 3-5 grades, with this set against a total of leavers within Bands 3-5 of 789 exits.
- The retention headlines for Band 3-5 grades showed a resignation rate to August 24 of 8.64% and 8.53% in September 2024.
- 44 prison sites have an average of two resignations a month.
- 49 prison sites have seen an increase in resignations in the last 12 months.
- Current Band 3-5 wastage is 13.2%.
- Current Band 2 wastage is 15.9%.

(PSPRB Stats Pack 2024)

B2 Attrition

The table below shows the Band 2 OSG leavers for the 12 months to 31 March 2024 (12 months up to 30 June 2023)

Establishment	Band 2 OSG Leaving Rate	Establishment	Band 2 OSG Leaving Rate
HMP Aylesbury	16.4% (28.1%)	HMP Lancaster Farms	17.1% (17.3%)
HMP Bedford	33% (17.8%)	HMP Leeds	9.9% (22%)
HMP Birmingham	10.3% (18.8%)	HMP Lewes	23.6% (22.7%)
HMP Bristol	10.7% (20.5%)	HMP Littlehey	17.4% (20.5%)
HMP Bullingdon	27.3% (40%)	HMP Maidstone	12% (32.9%)
HMP Cardiff	10.2% (16%)	HMP Mooreland	12.7% (16.6%)
HMP Channings Wood	7.2% (15%)	HMP New Hall	10% (16.5%)
HMP Chelmsford	22.9% (24.1%)	HMP Onley	29.4% (42.5%)
HMP Dartmoor	18.9% (24.3%)	HMP Preston	11.8% (26%)
HMP Deerbolt	16.7% (29.0%)	HMP Risley	21.9% (14.8%)
HMP Downview	31.1% (20.3%)	HMP Rochester	7.6% (33.7%)
HMP Erlestoke	31.5% (31.6%)	HMP Stocken	19.7% (18.9%)
HMP Exeter	40.3% (41.7%)	HMP Stoke Heath	22.1% (18%)
HMP Foston Hall	23% (19.2%)	HMP Styal	24.3% (15.6%)
HMP Full Sutton	11.5% (14.8%)	HMP Swaleside	42.2% (32.9%)
HMP Gartree	13% (29.4%)	HMP Swansea	11% (22.2%)
HMP Grendon	19.3% (23.8%)	HMP The Mount	29.8% (18.8%)
HMP Guys Marsh	29.9% (16.7%)	HMP Wandsworth	17.9% (25.6%)
HMP Hewell	12.9% (15.3%)	HMP Warren Hill	26.8% (28.8%)
HMP High Down	17% (19.5%)	HMP Wayland	30.5% (25%)
HMP High Point	20.6% (22.8%)	HMP Wealstun	19% (20.2%)
HMP Holme House	9.8% (23.7%)	HMP Winchester	22.2% (17.9%)
HMP Humber	22.2% (27.9%)	HMP Woodhill	10.4% (30.9%)
HMP Isis	6.3% (20%)	HMP Wormwood Scrubs	9.7% (14.6%)

PSPRB Stats Pack 2024

B2 Attrition Average 15.9%

According to HMPPS, the primary drivers from employer exit interviews are career progression, ways of working and leadership. The POA, despite repeated requests, are still unsighted on the results of HMPPS exit surveys.

Although HMPPS will no doubt talk about an improving picture, the POA see evidence of some sites suffering from increased Band 2 attrition, and a national average of 15.9% clearly proves a need for financial incentives (PRB Stats Pack 2024 Table 29).

The POA would like to see clear distance between the Band 2 entry point and the National Living Wage. It is unacceptable that, each year when the NLW increases in April, HMPPS is in effect paying our Band 2 members below minimum wage.

The POA also want to see our Band 2 members rewarded for the excessive unsocial hours that we know are built into their shift patterns. HMPPS have enjoyed the cost-savings of taking large numbers of Band 3 Prison Officers out of night shift working since benchmarking, and now they should reward those who are delivering those (excessive) unsocial hours working by increasing the Band 2 USHW allowance to 50% of base pay.

POA Survey

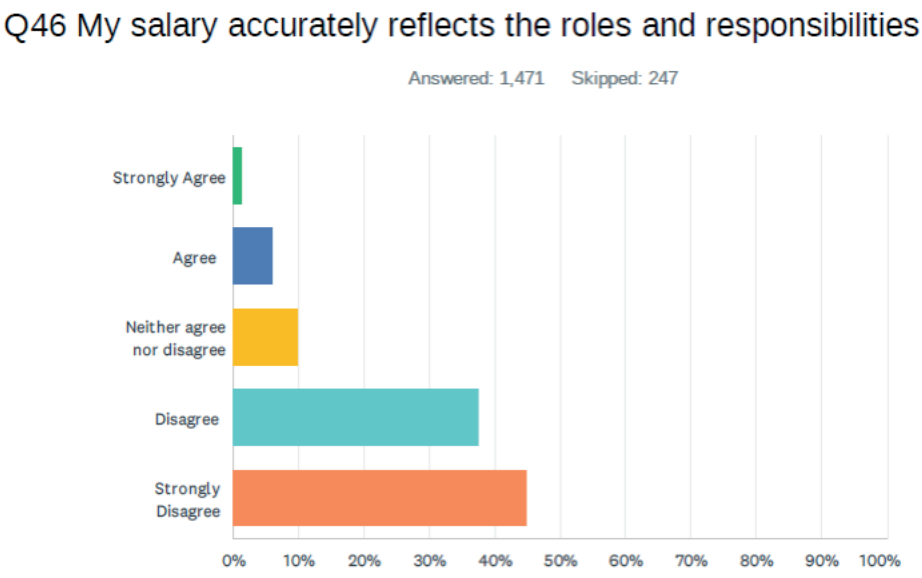
The POA have, for the second consecutive year, conducted their own members' survey in order to encourage non-compliance with the HMPPS People Survey. It is POA policy for members not to complete the internal HMPPS survey due to it not being fit for purpose or bespoke for Operational Staff as it encompasses the entire MOJ workforce. POA members cannot work from home, are constantly denied flexible work-life balance and part-time working patterns, have significantly higher spans of staff to report on in management positions and are inherently more at risk in their workplaces, which are so often dilapidated and violent and offer zero facilities that allow comfortable rest periods.

Although HMPPS profess to discuss the future of the People Survey with the POA, with an ambition to gain the support of the POA in encouraging POA members to participate, **to date no meaningful discussions have taken place**. The POA survey is an accurate indicator of staff morale and how the workforce on the front line, facing all the risks, view their pay, terms and conditions and intentions to remain in post. The results of the POA survey highlight the following (POA Survey 2024):

- 39% do not feel valued at work
- 39% disagree and 30% strongly disagree that morale is good at their prison
- 47% agree they are stressed at work a few times a week or more at work
- 35% think their mental health at work is not taken seriously
- 60% think they do not have the resources to do their job effectively
- 61% of staff working in the YCS estate dealing with prisoners under the age of 18 want PAVA issued
- 24% think their job training is poor, while 11% think it is very poor
- 30% disagree and 26% strongly disagree there are enough staff on duty to safely supervise prisoners
- 38% disagree and 30% strongly disagree that staff facilities are adequate
- 69% confirm they do not have meaningful conversations every 8 weeks with their line manager as per policy
- 62% do not feel supported by senior managers

- Only 4% of respondents strongly agree they feel safe in their workplace, while 35% state they do not feel safe, with a further 29% unable to decide if they are safe or not
- 44% of respondents had been assaulted at work more than once, with over 89% being subject to verbal abuse on multiple occasions
- Out of the respondents who had requested a work-life balance or flexible/reduced-hours work pattern, 58% had this request denied
- Over 82% agree that their salary fails to reflect the roles and responsibilities of their job, with 88% agreeing that their salary is too low
- Over 67% think their salary is not in line with other public-sector jobs
- 95% agree their retirement age is too high
- 26% intend to leave the service within 2-5 years, while 15% intend to leave within 5-10 years, with a further 29% unsure when they will leave
- Over 50% of respondents are regularly refused "ad hoc" leave

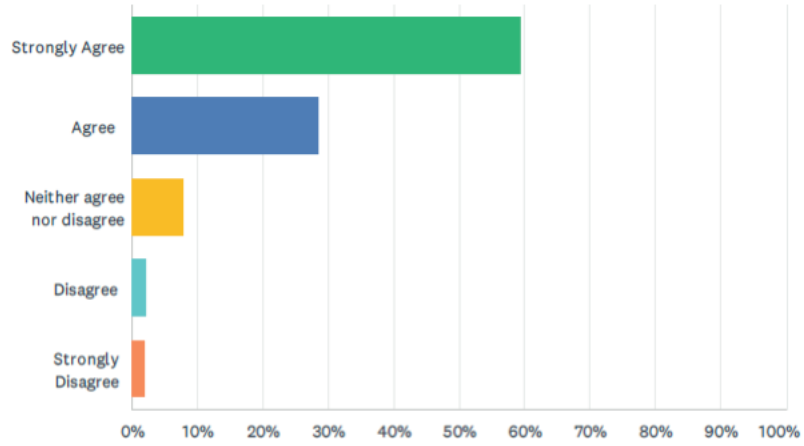
The results confirm that staff are increasingly demoralised by their working conditions, pay and retirement age. If the Pay Review Body fail to act to restore pay to competitive levels, more and more staff will leave the service for employment in other public and private-sector bodies that offer better salaries, safer working conditions and more-flexible working arrangements. The following snapshots are taken from the POA Survey 2024.



ANSWER CHOICES	RESPONSES	
Strongly Agree	1.29%	19
Agree	6.05%	89
Neither agree nor disagree	10.06%	148
Disagree	37.59%	553
Strongly Disagree	45.00%	662
TOTAL		1,471

Q47 My salary is too low considering the work I do and the risks involved

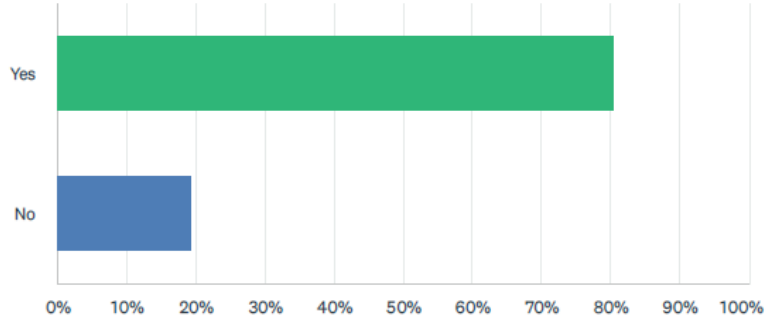
Answered: 1,471 Skipped: 247



ANSWER CHOICES	RESPONSES	
Strongly Agree	59.48%	875
Agree	28.62%	421
Neither agree nor disagree	7.82%	115
Disagree	2.18%	32
Strongly Disagree	1.90%	28
TOTAL		1,471

Q48 I am in credit on TOIL hours

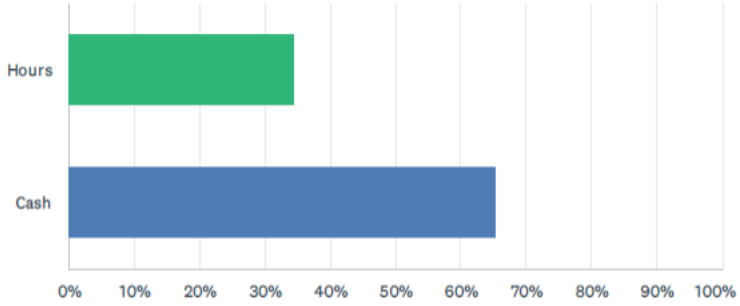
Answered: 1,471 Skipped: 247



ANSWER CHOICES	RESPONSES	
Yes	80.63%	1,186
No	19.37%	285
TOTAL		1,471

Q49 I Prefer my TOIL was repaid in

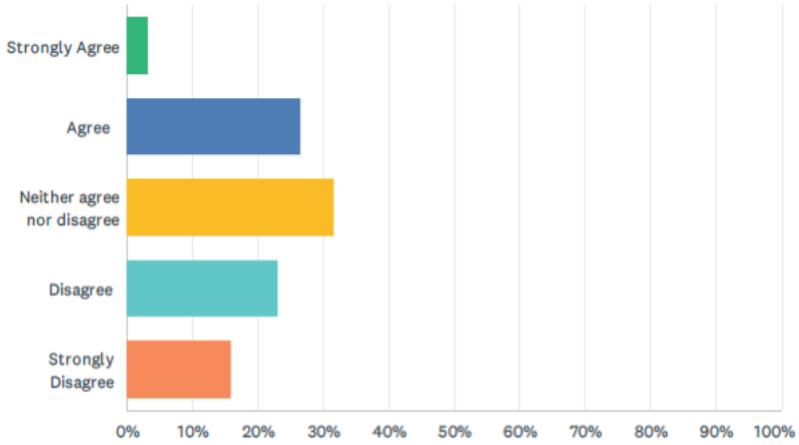
Answered: 1,471 Skipped: 247



ANSWER CHOICES	RESPONSES	
Hours	34.47%	507
Cash	65.53%	964
TOTAL		1,471

Q50 I am satisfied with the benefits package I receive. (Pension-leave-sick leave)

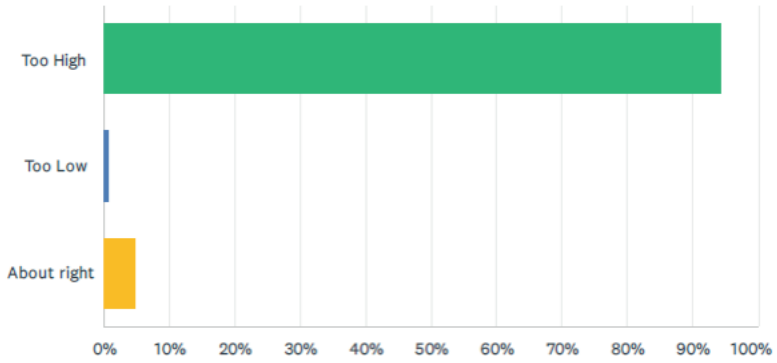
Answered: 1,471 Skipped: 247



ANSWER CHOICES	RESPONSES	
Strongly Agree	3.13%	46
Agree	26.38%	388
Neither agree nor disagree	31.61%	465
Disagree	23.11%	340
Strongly Disagree	15.77%	232
TOTAL		1,471

Q52 I believe the current retirement age is too high, about right, or too low

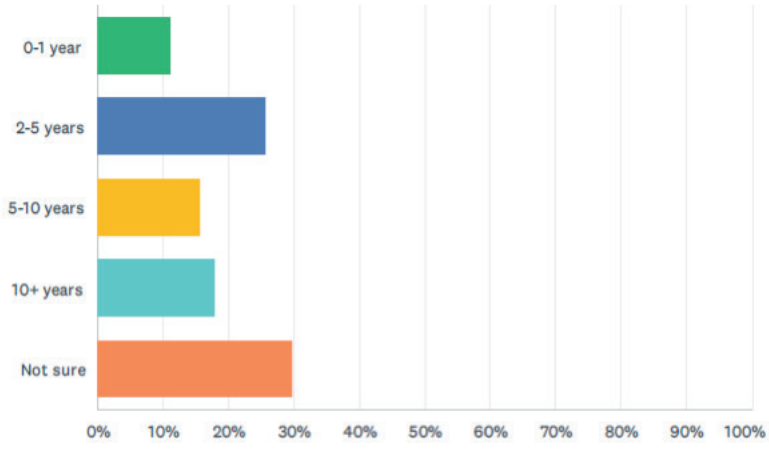
Answered: 1,471 Skipped: 247



ANSWER CHOICES	RESPONSES	
Too High	94.56%	1,391
Too Low	0.61%	9
About right	4.83%	71
TOTAL		1,471

Q54 I intend to leave the Prison Service in

Answered: 1,471 Skipped: 247



ANSWER CHOICES	RESPONSES	
0-1 year	11.08%	163
2-5 years	25.63%	377
5-10 years	15.57%	229
10+ years	17.95%	264
Not sure	29.78%	438
TOTAL		1,471

Detached Duty

Although there has been reductions in the numbers of staff supporting establishments through national detached duty, following the urgent notification for HMP Manchester, the figure recently rose to 80 staff who are providing cover to four receiving establishments.

The POA understand that Band 3-5 Prison Officers are mobile grades, but detached duty should only be used as a short-term measure and not form part of a long-term resourcing strategy.

As of 12/11/24 the following national detached duty was live:

- HMP Woodhill: 25
- HMP Lowdham Grange: 20
- HMP Bullingdon: 8
- HMP Manchester: 27

The POA are committed to full recruitment and an end to the long-running reliance on detached duty.

5-Year Rolling Review of Allowances

NTRG and NDTSG on-call allowance

Please note this was referred to as the ORRU on call allowance during negotiations.

At the time of writing NTRG & NDTSG managers have confirmed a target staffing figure of 120 with an actual staffing figure of 114 recipients of the NTRG & NDTSG call-out allowance.

Talks between HMPPS and the POA began in 2018 following a management proposed change in relation to a proposed new on-call allowance that brought parity between closed grade and F&S NTRG and NDTSG staff, replaced an antiquated on-call and radio pager allowance, and ended a situation where staff were actually on-call for 16 hours out of a 24-hour period – but only being financially rewarded for 12 hours.

The proposal was also, if accepted at ballot, a solution to a long-running grievance around the failure to pay the full 16 hours, and as such included an element of back pay in relation to that dispute.

The following historic 2018 briefing gives more detail on the make-up of the allowance.

ORRU ON-CALL ALLOWANCE – STAFF BRIEFING

THE ALLOWANCE EXPLAINED

The proposed allowance will be a fixed amount for everybody in scope. It is not possible to implement bespoke allowances for individual on-call patterns. As such, the allowance has been calculated using half year (23 weeks) Primary and half year (23 weeks) Secondary (with an average of 6 weeks unpaid due to annual leave) as a starting point. This is the pattern that the ORRU Business Group have advised includes the most time on primary as typical. ***What is important to note, however, is that the allowance represents a tangible increase in remuneration for all staff regardless of their current individual on-call patterns.***

Example number 1

*Currently **staff in closed grades, subject to the typical 23 week primary / 23-week secondary pattern** are remunerated at the maximum per annum as follows:*

- *Primary Work Days paid at £13.43 per 12-hour period x 5 days = £67.15 x 23 weeks = £1,544.45*
- *Primary Rest Days paid at £38.46 per 24-hour period x 2 days = £76.92 x 23 weeks = £1,769.16*
- *Secondary Work Days paid at £5.67 per 24-hour period x 5 days = £28.35 x 23 weeks = £652.05*
- *Secondary Rest Days paid at £16.13 per 24-hour period x 2 days = £32.26 x 23 weeks = £741.98*
- ***TOTAL: £4,707.64***

The allowance is based on this pattern, but uprates the following elements:

- *Work Days which are currently paid at the outdated Radio Pager rates are now calculated at the value of the more contemporary and favourable on-call home rates*
- *Staff will receive Work Day payments at hourly rates for 16 hours rather than 12*
- *The allowance will be annualised and therefore will still be paid for periods of annual leave / sickness absence etc.*

Staff will now therefore be paid on the following basis:

- *Primary Work Days paid at £17.92 per 16-hour period x 5 days = £89.60 x 26 weeks = £2,329.60*
- *Primary Rest Days paid at £38.46 per 24-hour period x 2 days = £76.92 x 26 weeks = £1,999.92*
- *Secondary Work Days paid at £9.94 per 16-hour period x 5 days = £49.70 x 26 weeks = £1,292.20*
- *Secondary Rest Days paid at £20.17 per 24-hour period x 2 days = £40.34 x 26 weeks = £1,048.84*
- ***TOTAL: £6,670.56 (ROUND-UP TO £6,671)***

These payments will be consolidated into a single allowance and paid monthly, non-pensionable, in addition to salary (there will no longer be a need to make weekly claims).

*This allowance value amounts to an **overall increase of £1,963.36 for a closed grade member of staff with a typical 2 weeks on primary / 2 weeks on secondary pattern.***

Example Number 2

***Staff who are in Fair and Sustainable and subject to a typical 2 weeks on primary / 2 weeks on secondary pattern** do not receive different rates depending on whether they are on Primary or Secondary response. They simply receive a flat rate £9 for work days and £25 for rest days. As such, they are currently remunerated as follows:*

- *Work days paid at £9 per 12-hour period x 5 days = £45 x 46 weeks = £2,070*
- *Rest days paid at £25 per 24-hour period x 2 days = £50 x 46 weeks = £2,300*
- ***TOTAL: £4,370***

*The fixed rate allowance of £6,671 would apply equally to staff in F&S (as there is an appetite in this case to treat staff equitably regardless of their terms and conditions) and would therefore amount to an **overall increase of £2,301 for an F&S member of staff with a typical pattern.***

Example Number 3

*There are also staff who do not work a typical pattern. Some, for example will only spend **a third of the year on Primary and the Rest on Secondary (i.e. 1 week per month Primary / 2 weeks per month Secondary). A closed grade member of staff in this position** would therefore currently be remunerated as follows:*

• Primary Work Days paid at £13.43 per 12-hour period x 5 days = £67.15 x 15.3 weeks = £1,027.40
• Primary Rest Days paid at £38.46 per 24-hour period x 2 days = £76.92 x 15.3 weeks = £1,176.88
• Secondary Work Days paid at £5.67 per 24-hour period x 5 days = £28.35 x 30.7 weeks = £870.35
• Secondary Rest Days paid at £16.13 per 24-hour period x 2 days = £32.26 x 30.7 weeks = £990.38
*• **TOTAL: £4,064.81***

*The new allowance of £6,671 therefore amounts to an **overall increase of £2,606.19 for this member of staff**. There is no variance for F&S members of staff as a result of a different pattern as their current remuneration does not differentiate between Primary and Secondary.*

Example Number 4

Our final example (again only relevant for closed grade staff where Primary and Secondary are differentiated for purposes of remuneration) is that of staff working a typical pattern but who additionally work the 9.5 Bank Holiday / Privilege days on Primary).

For these purposes when determining current remuneration, we will round up to 10 days (so two weeks) and consider these to be additional primary rest days (even though privilege days are outside of policy), but at the expense of two weeks Secondary Work Days. As such, we would assume current remuneration to be:

• Primary Work Days paid at £13.43 per 12-hour period x 5 days = £67.15 x 23 weeks = £1,544.45
• Primary Rest Days paid at £38.46 per 24-hour period x 2 days = £76.92 x 25 weeks = £1,923
• Secondary Work Days paid at £5.67 per 24-hour period x 5 days = £28.35 x 21 weeks = £595.35
• Secondary Rest Days paid at £16.13 per 24-hour period x 2 days = £32.26 x 23 weeks = £741.98
*• **TOTAL: £4,804.78***

*The value of the £6,671 allowance therefore amounts to an overall increase of **£1,866.22 for this member of staff.***

BACKPAY EXPLAINED

*The back-pay element of this offer is again based on a typical working pattern of **2 weeks on primary / 2 weeks on secondary**, with no variance for to account for bespoke working patterns and is solely to address the discrepancy between 12 hours currently paid on work days and the 16 hours actually worked. We would not ever receive HMT approval to apply historical payments for any other purpose than to specifically address a clear detriment (in this case hours unpaid).*

***The back-pay element will be based on existing closed grade rates (which are higher)** and will therefore be calculated as follows (and multiplied by however many months HMT may approve retrospective back-pay):*

• Secondary Work Days: Already paid £5.67 per 12-hour period / 12 = £0.47 (hourly rate) x 4 hours (difference between 16 and 12) = £1.88 x 5 days = £9.40 (per week) x 2.17 (weeks in month) = £20.40 (per month)
• Primary Work Day: Already paid £13.43 per 12-hour period / 12 = £1.12 (hourly rate) x 4 hours (difference between 16 and 12) = £4.48 x 5 days = £22.40 (per week) x 2.17 (weeks in month) = £48.61 (per month)
*• **TOTAL MONTHLY REDRESS = £69.01***

This would be the monthly amount payable to all staff (F&S or closed grades) and therefore slightly favours those in F&S whose monthly redress would be £65.01 if calculated on the basis of their flat rate week day payments (£9 already paid for 12 hours / 12 = £0.75 (hourly rate) x 4 x 5 x 4.334 (weeks in month)). Acceptance (subject to HMT approvals) of the new allowance will effectively standardise payments going forward.

Eligibility for back-pay will be dependent on number of months working within ORRU within the parameters of HMT retrospective approvals. Staff who were in ORRU prior to any such point will not receive any redress for that prior period.

Staff who have since left ORRU will be able to claim back-pay for any period served that is within the HMT agreed parameters – it will be for individuals to claim this as this resolution will not be applied automatically other than to existing ORRU staff.

ORRU SUPPORT STAFF

We are still considering our final position with regards the small number of ORRU support staff who are also subject to significant, although not absolutely commensurate, on-call requirements. The likely outcome is that we would consider them to be automatically eligible for the same back-pay offer, but that these staff would be required to voluntarily adopt the same stringent set of commitments and rules of conduct that apply to their operational colleagues, while on call, in order to qualify for the new allowance.

NEXT STEPS: BALLOT / HMT

As has previously been communicated, the entire offer is still subject to approval from HMT. We will be submitting the necessary Business Case imminently asking for approval the implement the temporary allowance and back-pay element as soon as possible. We will then seek to implement the allowance permanently through the PSPRB determination process in for 2019/20.

Colleagues should be aware that, in the event of a negative ballot, there will be no improved offer, and temporary allowance and the back-pay offer will be withdrawn. HMPPS is clear that acceptance of this generous allowance is the way in which to address this.

We would still seek to introduce the allowance, effective from 1 April 2019, through the PSPRB process and this would be mandatorily applied to all future entrants to qualifying ORRU roles. There would also be the opportunity for existing staff to opt-into the new arrangements, but the opportunity for back-pay will have been missed.

This offer will result in annual increases in total remuneration for all staff which will range between £1,866 - £2,606 per annum. Put into context this amounts to increases of between 6% - 8.6% for closed grade prison officer, or between 7% - 10.3% for a maximum earning F&S officer working a comparable number of hours

TIMING

The allowance would be introduced permanently with effect 1 April 2019 following the announcement of the PSPRB outcome for 2019/20. Should this announcement be delayed in any way, the temporary allowance (subject to having received both HMT approvals and a positive ballot) would remain in place for an extended period until the announcement is eventually made.

Assuming a positive ballot, it is possible there could be some further delay in terms of HMT approvals and payroll specifications before we are actually able to implement. As such, it is possible that the temporary allowance would not be introduced until early in the New Year. In this event it would be applied retrospectively to the point at which the positive ballot was returned and notified to HMPPS. Any back-pay beyond that point, however, would still be as per the current back-pay offer. Should we find ourselves in this position, staff will be required to stop submitting claims under current arrangements from the point at which the positive ballot was returned and notified to HMPPS. This would be to avoid having to recover, or off-set

claims that would already have been paid by the time the allowance is implemented.

This allowance was accepted by POA members following a ballot of affected grades, HMT approval followed, and the allowance was accepted by the PSPRB in its eighteenth annual report for 2019 pay.

On Call Allowance NTRG/NDTSG POA Submissions

The NTRG & NDTSG allowance has been in place since 2019 and has not increased in the five years to date. It is being reviewed as part of the PSPRB five-year rolling programme. The POA believe that means it will be a further five years before this allowance is reviewed, therefore this is a once in 10-year opportunity to increase the allowance. Since its introduction in 2019, the rate of inflation to date totals 29.1% (POA Inflation/ Pay Award Comparator), and there is no desire to review this allowance for a further five years.

The allowance is payment for a significant commitment to being on-call for 46 weeks of the year. To that extent, the POA believe that all pay elements within the allowance Primary & Secondary Workdays and Primary & Secondary Rest days are increased by 30%. The POA believe 30% is reasonable due to this being a one in 10-year review.

The POA ask that the NTRG & NTDSG on-call allowance increases by 30% from £6,671 to £8,673.

Payment Plus

Payment Plus to raise to £30 an hour.

In its 22nd report (2023) the PSPRB asked the POA and HMPPS to provide evidence for its 2024 report on Payment Plus.

Figures supplied to the POA by HMPPS detailing PP expenditure for 2022–23 is £95.2 million, including on costs, which equates to 3,531,157.27 hours delivered at £26.96 an hour. The hourly rate for PP with on costs for holiday pay and National Insurance contributions is £26.96 an hour.

It is more likely than not that PP has also been paid under special local bonus schemes, Operational Support bonus schemes, Christmas bonus schemes and detached duty bonus schemes. Payment Plus should not be used by establishments to cover shortfalls caused by staff sickness, maternity leave, restricted duties or suspensions, but it often is.

Payment Plus was introduced in 2008 as a collective agreement on staff terms and conditions for all Prison Officer grades, including associated specialist grades as identified in Bulletin 8 who undertake additional hours working outside of normal conditioned hours. It was introduced as a means of covering staffing shortfalls among Band 3 Prison Officers only. The rate of Payment Plus is set each year by the Prison Service Pay Review Body.

As Payment Plus has evolved and reshaped since 2008, we find ourselves in a position where Payment Plus is now used to cover the following tasks:

- Daily significant long-term ongoing staffing shortfalls against agreed Staff in Post figures
- Emergency Medical Escorts
- Planned Medical Escorts
- Detached duty
- Band 4 duties

• PEI duties
• Key Training
• C&R Training

The POA believe that the duties delivered on Payment Plus are simply the core duties of all Prison Officers under their contract of employment. The POA can provide evidence of members who have been in receipt of Payment Plus each month for delivery of those core duties for 10 years or more. Therefore, the POA believe that the use of Payment Plus is not paid as a one-off, it is not extraordinary, and it is not only paid for a very specific set of tasks and circumstances.

Payment Plus is effective in achieving its aim in so far as it allows members access to additional salary to pay their bills, it provides flexibility for the employer in relation to unpredictable demands such as bed-watches and constant observations, and it assists in shoring-up failing prison regimes due to high attrition rates.

Payment Plus is also utilised as part of the national detached duty; to cover detached duty staff, the sending establishment will then offer Payment Plus to existing staff. This leads to burnout and high sickness levels. The POA would much prefer staff to be paid in an appropriate way (and rate) that negates the need for a long-hour, excessive-overtime culture and allows people to commit to the vocation of being a Prison Officer.

However, to convince staff to volunteer for Payment Plus shifts and detached duty, the criteria that dictates which prison can send to detached duty sites has been dropped. We now see prisons sending staff on detached duty who can drop their staffing levels to 86% of the levels they should have.

Issues around recruitment and retention have been mitigated by a massive reliance on Payment Plus in several establishments simply to bring a prison up to its agreed safe, decent and secure minimum staffing level, in order to maintain a level of safety and regime for staff and prisoners. However, that reliance has now become part of the burn-out culture.

The duties delivered can include ensuring visits to prisoners are not cancelled, ensuring prison education and vocational training is not cancelled, serving prisoners their meals, maintaining hygiene on the wings by supervising cleaning parties, allowing prisoners access to fresh air, allowing prisoners access to showers and basic personal hygiene tasks, allowing prisoners access to fresh bedding and clean clothes, keeping prison laundry's working, and keeping other essential prison workshops open.

We could compile an endless list of the duties delivered by Prison Officers under the Payment Plus scheme but as stated earlier they are the core functional day in, day out, bread and butter duties that Prison Officers deliver.

Payment Plus was also used recently to train staff in PAVA/SPEAR and for Key Work to allow prisons to meet the 50% target that then allows them to roll out PAVA. The POA believe that Payment plus is now a permanent feature of our members' pay. It may have been introduced in 2008 in the belief that it was temporary, occasional or irregular and time-limited, but the issues around recruitment and retention that HMPPS have suffered over the past 13 years have seen an exceptional reliance on Payment Plus simply to maintain the basic functions in all our prisons. Many of our members claim they could not survive on their wages without using PP each month to top-up their pay.

In 2016/17, HMPPS informed the PSPRB of its intention to reduce its reliance on Payment Plus and introduce a contracted hours scheme (pensionable). To date, this has never happened.

In 2019, the PSPRB expressed concerns about Prison Officer reliance on Payment Plus.

In 2020, the PSPRB reported that it had still not been provided with "The changes in the hours available under the permanent contracted hours system and the associated decrease in the use of Payment Plus".

Total expenditure on Payment Plus increased from £33 million in 2019–20 to a peak of £55 million in 2020–21. That figure further increased in 2022–23 as Payment Plus expenditure was £95.2 million.

From 1 April 2023 to 1 March 2024, Payment Plus and overtime (including constant and bed-watch duties) cost the service an eye-watering £91,316,634 (SOP STATS 18 November 2024).

The POA believe that Payment Plus should be increased to £36.44 an hour including on-costs and made pensionable for the following reasons:

- The rate for Payment Plus is set by the Prison Service Pay review body annually and that rate has consistently failed to match inflation.
- The payment is for work delivered under the Prison Officers contract of employment and the work delivered is the core operational duties of prison officers.
- The work is delivered over and above the Prison Officers' conditioned contracted hours, and therefore must be set at a rate significantly high enough to persuade Prison Officers to take on those extra hours in a very challenging operational environment.
- Due to staffing shortfalls against agreed staff-in-post figures, the payment has become a regular feature of prison officer pay.

Since 2010 to current date, the Prison Service has witnessed an exodus of experienced staff, losing in excess of 100,000 years of experience from the landings.

HMPPS has used Payment Plus to cover for shortfalls in staffing figures, and those shortfalls are caused by an inability to recruit and a serious problem around staff retention. Prison Officers have covered the day in, day out Prison Officer duties within those shortfalls. The POA want to be clear, if HMPPS could recruit and retain and was not blighted by staffing shortfalls, the salaries paid to cover those duties would have been pensionable.

To date, no discussions have taken place between the POA and HMPPS around contract supplementary hours, and as HMPPS have talked about this since 2017 the POA believe that HMPPS is also acutely aware of the dangers associated with any changes to Payment Plus. The POA do not believe that the current operational circumstances and the current economic pressures are, at this point in time, conducive to a move to contract supplementary hours scheme.

A contract supplementary hours scheme, if introduced without Prison Officer acceptance and buy-in, at present could seriously damage operational delivery across the whole of the estate, especially if the rate of renumeration is perceived as a cut to available pay by Prison Officers. Payment Plus is one of the things in place that works. It allows staff a flexible approach to increase their earnings at a time when HMPPS claims to offer greater flexibility to its workforce as an aid to retention. The POA do not believe the time is right to remove a working, well-practiced and accepted flexible scheme, and replace it with a less-flexible, lower-renumerated, contracted commitment to overtime in the current climate.

To reduce HMPPS reliance on Payment Plus, it is imperative that HMPPS reaches and maintains as near full staffing as can be achieved, as without full staffing there will always be a requirement for officers to work beyond their contracted hours to cover the delivery of vital daily tasks.

Many of these schemes cover shortfalls in establishments and have enhanced payments of Payment Plus, which takes the actual hourly rate to above £30 per hour, such is the desperate need to entice staff to partake. The POA are prevented from instructing its members not to deliver overtime or PP by a High Court injunction. We therefore urge the PSPRB to take very seriously its role in setting the rate of PP as a compensatory mechanism provided to a workforce denied the right to withdraw its labour.

POA members were yet again disappointed to see no increase to the current £22/h Payment Plus rate, and the POA hope that the Pay Review Body will address the issue in this round.

Extrapolated from hours recorded on SOP – 1 April 2023 to 1 March 2024 (includes all PSP, Wales & YCS public prisons):

- Payment Plus F&S & CG: £48,294,333
- Bed Watch: £27,420,968
- Constant Watch: £3,240,212
- Overtime: £12,361,121
- **Total: £91,316,634**

(Figures from POA Data request 18 November 2024.)

Based on the figures above, the cost of increasing Payment Plus to £30 an hour would be an additional £31.58 million.

With the cost for the Payment Plus scheme, including bed-watch duties and overtime, now exceeding £90 million, the POA believe full recruitment and even in some places over-recruitment to facilitate additional non-effectives could provide increased flexibility and stability. Any increase to non-effective must be funded. HMPPS could fund an increase in non-effective from an element of this budget.

The rate of Payment Plus has not risen since 2017 despite inflationary pressures and the cost-of-living crisis. The Prison Service, for at least the past 10 years, has relied on Payment Plus to "plug the gaps" in staffing shortages. The good will of staff has been chronically abused and staff, due to poor wages, have increasingly relied on Payment Plus to "put food on the table".

Now that the service is witnessing full staffing compliments in many establishments, the need for the use of Payment Plus has, in some instances, drastically reduced, leaving staff with bed-guard duties only to earn additional money. Staff volunteer to work overtime during premium periods including rest days, bank holidays and night shifts, yet the rate of pay does not reflect the premium time they give up to "make things work".

On paper, many jails appear to be "fully staffed", but full staffing does not account for the increasing levels of "acting up", restricted duties, maternity leave and sickness. As of 31 March 2024, there were a total of 379 staff acting up to Band 4 Supervising Officer, with a further 190 acting up to Band 5 Custodial Manager (PRB Stats pack 2024 table 18). Band 3-4 staff took an average of 12.6 days sickness absence up to June 2024, with 251,506 days lost. This is the highest rate recorded during the year (HMPPS Workforce statistics June 2024 Table 19). This all adds to the pressure among Band 3 Prison Officers and increases staff shortages at that grade, leading to restricted regimes, denial of ad hoc days leave and the increased levels of burn-out and mental-health reported absences, as highlighted by 4,219 absences amongst Band 3-5 staff due to mental illness, with 96,456 working days lost due to their absences during the last 12 months (PRB Stats Pack 2024 Table 17c).

From 2018-24 the rate of inflation totals 35% (https://iamkate.com/data/uk-inflation/), which, if PP had matched inflation, would now see POA members enjoying a rate of £29.70 per hour.

The POA seek £30 per hour, which we believe is a fair reflection, achievable and affordable, and would ensure that volunteers continue to meet the demands of the service.

Band 2 OSG Overtime

B2 OSG Overtime to increase to day rate and a half for green hours and double time for red hours.

Between 1 April 2023 and 1 March 2024, B2 OSG overtime cost HMPPS £12,361,121. The POA reaffirm that B2 OSG overtime for F&S and closed grades be increased to day rate and a half for green hours and double time for red hours.

It was stated in the 21st Annual Report that the PSPRB would look at B2 overtime as part of a five-year rolling program within the 22nd report. Despite comprehensive evidence to support the POA submission and a failure from HMPPS to supply any evidence as to why they requested no increase in B2 OSG overtime, the PSPRB made no recommendations to increase B2 OSG overtime rates, deciding instead on a welcome uplift to the headline pay rate for Band 2 F&S.

The MOJ HMPPS workforce quarterly stats to June 2024 shows that the B2 leaving rate is still the highest level of leavers. The B2 leavers rate peaked at just under 19% in March 2023 and in June 2024 it was still at 16% compared to 11% for overall HMPPS leavers. Year to date June 2024 saw 953 B2 leavers from a group of 5,556 B2 staff in post.

Source: HMPPS - Single Operating Platform.

The POA do not believe this should come as a shock from an employer that is constantly embarrassed by uplifts in the National Living Wage. The POA believe that the range of duties delivered by our B2 members is not entry-level work, and it certainly is not minimum pay work.

Since the introduction of F&S, OSG overtime was changed to day rate and one-third for weekday hours between 0700 and 1900, and day rate and three-quarters for unsocial hours working, weekend working and public holiday working. In 2016, a £5-an-hour temporary top-up was introduced by the PSPRB. In 2019, that temporary top-up became permanent.

The POA believe that the B2 OSG package needs to be significantly improved to attract and retain people, and part of that improvement should be to improve the rates of overtime being paid.

The B2 role must move away from the perception that it is an entry-level job.

The attrition rate of Prison Officers often catches the attention of Parliament and the media, but HMPPS's ability to retain B2 OSGs is quite often overlooked.

We are unable to cost the B2 OSG overtime proposal as we have not received a detailed breakdown in relation to the rates paid or the time of delivery, nationally or by establishment. However, HMPPS have confirmed the following in relation to B2 / OSG total overtime costs for 2022/23:

The total value of overtime claims paid in the 2022–23 fiscal year (April '22-March '23) for Operational Band 2 was £13.1m. Note that this does not consider on costs. When costs (i.e., ERNIC) are included, the total comes to £15.9m. Between 1 April 2023 and 1 March 2024 B2 OSG overtime cost HMPPS £12,361,121 (SOP Data 18 November 2024).

The Band 2 OSG grade are an overtime grade and, as such, should be paid an overtime rate that reflects their worth and compensates them for the additional hours they work during premium periods that disrupt their scheduled rest days and private life.

The POA believe that an increase to OSG overtime is overdue. The high demands on the OSG group for unsocial hours working also means that the majority of overtime required is for unsocial hours.

B2 OSG Unsocial Hours

Unsocial Hours element of base pay for OSGs to be increased to 50%.

The POA have sought branch feedback where B2 OSG unsocial hours working is having a detrimental impact. The POA focused on the OSG grade because our findings are that OSGs across the estate work an average of almost 40% of their hours as unsocial hours, with night shifts making up the majority of these hours. In some establishments, OSGs work a week of night shifts once every six weeks, which given the existing medical evidence on the physical and mental health impact of working night shifts, we find alarming.

The POA noted from the PSBRB 22nd Annual Report that OSG staff told the PSPRB during establishment visits that they routinely work a significant amount of their core working time unsocially, with some reporting up to 60%. HMPPS are unable to dispute the situation, as it is happening in practice across the country.

The POA believe that HMPPS are acutely aware of the excessive unsocial hours working by OSGs. It was HMPPS's failed benchmarking project that stripped Band 3 Prison Officers out of night shift duties in prisons and replaced them with Band 2 OSG ranks as a cost saving that created excessive unsocial hours working for OSGs.

The POA have, for the past three years, provided evidence that unsocial hours for OSG grades is in excess of 40%. That POA evidence has not been disputed by HMPPS, and at the request of the PSPRB in last year's report, we hope that HMPPS now provide an accurate breakdown of every unsocial hour worked in every establishment by OSGs so the POA evidence can be ratified, and the PSPRB can substantially increase the Unsocial Hours allowance for our B2 OSG grades.

The PSPRB site visits again support previous POA evidence, yet HMPPS remain silent on the issue and have

failed to deliver national evidence broken down by establishment to the POA by the end of October 2024, as requested in the PSPRB 23rd Annual Report. HMPPS have tried to deflect the issue by suggesting that the picture is skewed by individuals who work excessive hours through swapping shifts. The POA accept that, at times, staff do swap shifts or even work permanent nights to assist with caring duties at home, but the evidence that the POA have consistently supplied is the underlying shift pattern.

These shift patterns show in excess of 40% profiled red hour working, and much higher in some cases, an issue the POA believe needs to be addressed. HMPPS shift patterns take no account of when a shift falls on a public holiday, so the Unsocial Hours will always be higher than the shift pattern calculates. We note that, over the past three years, HMPPS have made no credible attempt to dispute this or offer the PSPRB any evidence that disputes the POA position. **HMPPS have not formally discussed the issue of B2 OSG Unsocial Hours with the POA this year.**

The POA again report that no routine health screening takes place for anyone working night shifts in HMPPS, either to assess their suitability for extended night working or to assess the impact of extended night working.

As a comparator, Border Force officers receive an AHA in relation to unsocial hours ranging from 27% to 49% of base salary. In order to focus HMPPS on this issue and persuade the employer to engage and address the issue, the POA suggest that, going forward, F&S B2 OSG grades see an uplift in their Unsocial Hours Allowance to 50% of base pay to reflect the high number of unsocial hours the HMPPS Band 2 profiles generate.

HMPPS will promise projects and pilots to look at the issue, as they have since 2016, while saving millions of pounds through our B2 OSG grades working excessive unsocial hours without the financial reward that they deserve.

HMPPS will no doubt respond that a 50% uplift to B2 OSG Unsocial Hours working will skew their pay structure, making a B2 OSG earn more than an entry level Prison Officer. The POA argue that is not the case as base pay will still align (banding) across the HMPPS pay structure, but those delivering the Unsocial Hours on nights will be fairly rewarded.

The POA implore the PSPRB to uplift the B2 Unsocial Hours allowance to a level that represents a fair reward for our members.

Please see Annex E: The Health and Safety Effects of Night Work – Summary report Sian Moore, Anglia Ruskin University and Ruth Ballardie, University of Greenwich, 24 October 2024. Quotes include:

"There is strong evidence in existing literature of a link between shift and night work to negative health outcomes including cardiovascular, gastrointestinal and metabolic disorders such as diabetes and metabolic disorder, with weaker links to cancer, reproductive disorders and mental health. Proposed biological pathways for these associations are related to circadian rhythm disturbance and sleep deprivation, as well as social desynchronisation."

"Respondents reported psychosocial risks in the night work environment involving work intensification and extensification. Staff shortages led to excessive work demands and placed pressures on workers, including working overtime to cover for vacancies or colleagues' absences, extending hours and intensifying fatigue. This was particularly significant in the rail industry. Overtime may be motivated by financial reasons, managerial pressure or a commitment to public services and to help colleagues out in the context of staff shortages."

"Overwhelmingly, workers reported that night shifts result in fragmented and split sleep patterns with difficulties in re-adjusting to normal sleep patterns when not working nights. Their experience confirms academic literature which describes sleep deprivation due to poor quality, split sleep of short duration related to circadian rhythm disturbances and external noise. Most workers reported feeling exhausted for several days after night shifts, including during annual leave, and that this affects their mood and potentially their mental health."

"There is no doubt about that we are vitamin D and daylight deprived for an entire week. Colleagues will sleep outside on a sun lounger... just to literally get some vitamin D to the bones" – a prison officer

"Night shifts were reported as having negative impacts on relationships and family life, particularly where children are involved, confirming research that shows shift-working can increase the risk of relationship breakdown. Social desynchronisation can make it more difficult for workers to have a social life and to form new relationships. At the same time the imposition of changes to shift patterns can disrupt workers' carefully orchestrated work-life balance."

"You become isolated from everything; you're living in a different time zone" – a postal worker

"Higher pay for night work. The value of nightwork premia should be reassessed to ensure that it compensates for the physical and mental toll of nightwork and disruption to family and social life. At national level unions could consider pushing for a mandatory minimum premium for working nights."

The POA believe that the PSPRB must act this year in relation to the excessive night hours being worked by B2 OSG grades and reflect that by uplifting the B2 OSG Unsocial Hours allowance to 50% of base pay.

The Remit Group

B2 OSG and non-operational staff to be removed from the remit group.

The POA again resubmit their desire that B2 OSG grades and non-operational staff are removed from the remit group and subject to collective bargaining over pay. This group of staff have the right to take industrial action and are not restricted by the Criminal Justice and Public Order Act 1994 section 127. The PSPRB is a compensatory measure for Prison Officers, who do not have the right to take any form of industrial action. Therefore, they should be the only body of staff subject to a Pay Review Body that has been formulated specifically as a compensatory measure because their right to strike does not exist.

Furthermore, the POA request an explanation and reasoning if the PSPRB decide not to recommend this.

Specialist Pay for Band 4 Physical Education Officers (PEO)

A consolidated specialist allowance payment of £1,500 per year is awarded to specialist grade PE staff.

Under Fair and Sustainable pay grades, PE specialist staff are not recognised for their additional skills. These ranks are Band 4 staff who receive the same salary as non-specialist Band 4 staff despite their commitment to achieving a specialist role, including the requirement to gain specialist qualifications to undertake these roles and the obligation to attend a pass or fail residential training course. PE Officers have to pass a pre-selection assessment followed by a rigorous 13-week residential training course. They are also mandated to keep their

qualifications up to date and renew qualifications when required.

To encourage recruitment and aid retention in these roles, the POA propose to reintroduce a specialist allowance. There is currently a shortage of PE staff, as there has been for more than 12 months. Since the 2024–25 pay submissions, PE Officer Specialist numbers total 642 (PRB Stats Pack: Headcount of Band 3-5 Officer specialists in post in HMPPS as of 31 March 2024 Table 5). Last year's pay submissions highlighted that there was a total of 600 Band 4 PE Officers in post against a target figure of 724. That target staffing figure now stands at 729 (POA Data request September 2024 Table 1). During the past 12 months, there has only been an increase of 15 PE Officers (POA Data request September 2024 Table 1). There are still 120 vacancies nationwide. We propose that a consolidated specialist payment of £1,500 per year is awarded to specialist grade PE staff.

Re-introducing a specialist allowance recognises the additional skills and commitments of this group of staff, encourages recruitment into these roles, and aids retention of these staff. Historically, specialist grades had enjoyed a specialist allowance, which had stagnated for over 30 years at an additional £1,200 per year. It is appropriate that this allowance is reinstated under F&S pay structures and is raised to a level that encourages and motivates staff within this specialism.

So often, the Gym is a resource that reduces tension amongst prisoners, aids rehabilitation and gives wing staff a welcome break from potentially volatile situations. Many establishments are short of qualified PE Officers, which affects the stability of the prison and reduces the opportunity for prisoners to address their offending behaviour by gaining sporting qualifications that can lead to employment once released.

Due to the level of specialism and the unique qualifications this group of staff attain, there may also be a possibility that a Job Evaluation Review could be initiated that would see a PE Officer's grading increased from Band 4 to Band 5, which would automatically give rise to a pay increase. The POA will explore this option in the future with HMPPS, but the staffing issues we currently face need to be urgently addressed by the PSPRB.

A meeting between the POA and the employer was convened on 14 November 2024 in the hope that a joint submission could be drafted agreeing this allowance. HMPPS have stated (email dated 28 October 2024) that: "I have been advised by the Pay & Reward Team that any submission would not be presented jointly but could form part of the HMPPS pay submission." At this meeting Wendy Limb, Head of Physical Activity and Wellbeing, confirmed that HMPPS would not be submitting any recommendations in relation to PE Officers because they had "not yet exhausted all options to increase recruitment and retention." There was also confirmation that PE Officer retention is a considerable concern and HMPPS are considering a range of options in the future to boost PE staffing levels. The POA feel that this is a short-sighted approach from HMPPS, who have had more than enough opportunity over the years to "exhaust all options" in relation to the PE staffing crisis.

Delaying still further by exploring options, reviewing outcomes and piloting ideas will only lead to more instability in our prisons. The staffing crisis within PE departments has a knock-on effect on the stability of prisons and it comes as no surprise to the POA that PE Officers become disheartened in their roles when they are constantly redeployed to work on the wings because of staffing shortages, meaning that the Gym gets closed and the skills they acquire cannot be utilised.

The POA offer the PSPRB a solution to the recruitment and retention crisis within HMPPS PE Departments and believe that a specialist allowance for this group of staff is an affordable and appropriate determination. The cost of these proposals are:

PEI Specialist allowance (PRB stats Pack: Headcount of Band 3-5 Officer specialists in post in HMPPS as of 31 March 2024 Table 5)
642 Band 4 PEI x £1,500 = £963,000
Target Staffing Figure = 724 x £1,500 = £1,086,000

Closed Grades

Closed grades subject to historical pay allowances are given the opportunity to opt-in to Fair & Sustainable.

The small number of closed grades who now remain, totalling 438 (PRB Stats Pack 2024 Table 1) after the opt-in exercise, will now never receive a consolidated pay award until they opt-in to Fair & Sustainable pay scales. The PSPRB is well aware of the POA position in relation to this decision and, for many closed grade staff, there are still many unanswered questions – the main issue being: "If my terms and conditions do not change, why not just match my pay?" We will continue to support closed grades and ask the PSPRB to rescind this unfair and unnecessary decision.

For some closed grade staff, it is still not financially viable for them to opt-in to F&S because of legacy local pay allowances. This means that, through no fault of their own, they will be penalised because they are long-serving members of staff who remain on their original terms and conditions. This is grossly unfair and needs to be remedied.

We call upon the Pay Review Body to award a pay increase to Band 3 Operational Prison Officers that ensures this anomaly is engulfed and all closed grades, no matter what their historical allowances, get the opportunity to opt-in to F&S pay scales and are not penalised because of their longevity in the service. **Non-consolidated awards are not an acceptable alternative to the POA.**

Staff Motivation / Pay Comparators

POA members continue to experience rising levels of violence in their workplace. This is confirmed in the latest statistics highlighting that, in the 12 months to September 2024, staff have dealt with increased levels of violence and trauma including:

- 4 homicides (3rd highest rate in 10 years)
- 88 self-inflicted deaths (2nd highest since 2020)
- 55,531 incidents of self-harm in the male estate (highest recorded in 10 years)
- 20,834 incidents of self-harm in female establishments (highest recorded in 10 years)
- 29,254 assault incidents (highest recorded since 2020)
- 10,281 assaults on staff (highest recorded in 10 years)
- 974 serious assaults on staff (highest recorded in 10 years)
- 3,449 hospital attendances (highest recorded in 10 years)

(https://www.gov.uk/government/statistics/safety-in-custody-quarterly-update-to-june-2024)

The POA survey shows that **over 40% of respondents intend to leave the service within 10 years, while 67% think their pay is not in line with other public-sector workforces. 88% agree their salary is too low**. Staff will continue to leave the service for other industries that have more competitive salaries, safer working conditions and lower retirement ages.

We ask the Pay Review Body to compare the salaries of the main competitors that staff find themselves leaving the service to work for. These include the following:

Staff continue to leave to join the Police Service. The salary of Police Officers is significantly more competitive than the Prison Service and they can retire aged 60 or after 30 years' service. A Prison Officer new recruit will receive a basic salary of £32,573 (National scales ACHP 39-hour week plus 20% unsocial

hours), rising to £34,298 after three years' service. This is not comparable with a Police Constable, who earns £34,908 after completing initial training, rising to £38,922 after three years and £48,231 after seven years' service without any promotions at all. (https://www.polfed.org/resources/pay-scales/constable-pay-scales/)

The other industries staff leave to join include the Fire Service, who pay new starters £37,675 once they are competent and pay their equivalent of a Custodial Manager (Station Manager) £48,580 rising to £53,586. (https://www.fbu.org.uk/pay-rates/pay-settlement-2024)

The Border Force continue to recruit and offer attractive salaries due to the unsocial hours payments they offer. Despite Prison Officers working similar unsocial hours, Border Force pay anything between 24.78% to 68.07% enhancements for unsocial hours. Many of these positions offer full-time working and, on a starting salary of £28,000, the unsocial hours element considerably increases salaries above that of a Prison Officer. (https://homeofficejobs-sscl.co.uk/bf-role-overview.html)

Staff continue to leave to access careers with train companies due to the competitive salaries and safer working conditions. Roles that are attractive and offer transferable skills include train manager posts that offer salaries starting at £52,699 per annum (https://www.careers.avantiwestcoast.co.uk/job/train-manager-liverpool-talent-pool) and train conductors offering salaries of between £35,000 and £37,000 per annum.

Logistics also offers a more attractive salary and many staff who have HGV licenses continue to leave the service due to salaries that pay in excess of £50k per year. (https://uk.indeed.com/q-hgv-driver-l-merseyside-jobs.html?vjk=0fb1190d1b590a4f)

Despite HMPPS claiming that they have actually achieved full staffing throughout the service, their own statistics confirm that attrition remains an issue. The quarterly workforce statistics to June 2024 highlight continuing staffing difficulties.

The most shocking statistic demonstrates that the highest numbers of leavers among Band 3 staff are those who leave with less than 12 months service in post, totalling 1,067 leavers to June 2024, the next highest being those with less than two years' service (468). Even more concerning is the amount of relatively experienced staff with between five and nine years' service who leave (424). There were 2,077 leavers among staff who had up to five years' service (HMPPS workforce statistics bulletin England and Wales 30 June 2024 Table 13). (https://www.gov.uk/government/statistics/hm-prison-and-probation-service-workforce-quarterly-june-2024/hm-prison-and-probation-service-workforce-quarterly-june-2024)

These statistics confirm that there are 26,613 Band 3-5 Prison Officers in post, but no substantial change (2 FTE (0.0%) Prison Officers) compared to 31 March 2024. There are 5,556 OSGs in post, which again is no substantial change of FTE operational support staff since 31 March 2024. There is a leaving rate of 13.1% among Band 3-5 Prison Officers. There were 3,161 leavers among Band 3-5 staff, and 932 OSGs left the service, giving the OSG grade an attrition rate of 15.9% (HMPPS workforce statistics bulletin England and Wales 30 June 2024 Table 10b).

During the same period, within HMPPS establishments including the YCS, there were a total of 7,510 joiners but 5,169 leavers, giving a net total of just 2,341 additional staff, of which at least 13.1% (307) will leave during the next 12 months (HMPPS workforce statistics bulletin England and Wales 30 June 2024 Tables 6a-6b). It is essential to improve retention if any headway is to be made in terms of increasing the levels of experience among Band 3 Prison Officers.

2-Year Pay Award

The POA membership are rightly aggrieved that, year on year, and despite the best efforts of the POA, the pay award continues not only to experience delayed processes but is awarded at least six months late. This situation cannot be allowed to continue. The resulting late pay increase results in POA members being sanctioned by the DWP if they receive in-work tax credits and, this year, Shared Service Centre illegally removed the back pay of some POA members who had been overpaid and were part of a payment plan to reduce their arrears. If the award had been on time and awarded on 1 April, situations such as this could be avoided.

We also note that HMPPS continue to fixate on encouraging those remaining closed grades a "financial" incentive to opt-in to Fair and Sustainable, usually in October each year, but fail to acknowledge that the opt-in payment will not be pensionable. If the pay award were on time, pensionable pay would be applicable from the award date on 1 April. The POA feel this is yet another financial detriment POA members are forced to endure due to the lateness of the award.

We ask the PSPRB to address this anomaly and recommend that opt-in lump sum payments to incentivise staff to opt-in to F&S are made pensionable.

In order to facilitate future pay awards adhering to the acknowledged timetable, the POA propose an agreed two-year pay award covering years 2025–27. This would then allow all parties to get the pay processes back on an even keel, give the remit group financial stability for the next two years and enable HMPPS to budget without the concern the yearly pay award undoubtedly brings.

A two-year pay deal would need to continue the process of pay restoration and would hopefully eradicate closed grade staff's reluctance to opt-in to F&S due to historical pay allowances, while potentially swallowing up any remaining market supplements and legacy locality allowances, enabling staff to enjoy full consolidated pay. The Pay Review Body should note that F&S staff, since its introduction, are 13.15% behind the rate of inflation due to poor pay awards since 2013 (POA inflation / pay award comparator 2011–24). To incentivise staff to remain in the service long term and to encourage recruits who may previously not have considered a career as a Prison Officer, the POA propose that a two-year pay deal should address these issues.

The POA propose a total pay award of 13% over the next two years, split evenly as 6.5% for each year of the award, totalling 13%, for all Band 2-5 Operational prison staff. **If this is not a viable option this year, the POA are keen to explore a two-year pay deal commencing from April 2026.**

Incremental Pay

Contractual incremental pay is introduced for a five-year period for all existing staff from 1 April 2025, and for new recruits not in service on 31 March 2025 from 1 April 2026.

The POA repeat our request to reintroduce contractual incremental pay for all operational Band 2-5 in the remit group, including closed grade staff, starting in April 2025 and continuing for a five-year period. The reason for this is to:

- Improve recruitment and retention of Band 2 and 3 staff and reduce the increasing leaving rates at Band 4 and 5;
- Improve morale among all operational Band 2-5 staff by recognising their demanding roles;

• Encourage operational staff to remain in the service beyond their first two years of service;
• Encourage experienced staff with longevity of service to remain in the job;
• Protect against any future pay restrictions by the Government;
• Compensate for consistently late pay awards;
• Compete with other public-sector workforces.

We therefore propose that, from 1 April 2025, all Operational Band 2-5 staff in post (including closed grades) on 31 March 2025 become eligible for contractual incremental pay, with new recruits joining on or after 1 April 2025 accessing contractual incremental pay from 1 April 2026, for a five-year period. All Operational Bands 2-5, including closed grade staff:

• Year 1 Increment April 1 2025: £500
• Year 2 Increment: £750
• Year 3 Increment: £1,000
• Year 4 Increment: £1,250
• Year 5 Increment: £1,500

Incremental Pay Costings: (PRB Stats Pack: Headcount of staff in post by age group, grade groups and grade Band 3-5 in HMPPS as of 31 March 2024 Table 1)
First year costs: Band 2: 5,988 staff
Band 3: 18,952 staff
Band 4: 3,821 staff
Band 5: 1,835 staff
Total staff: 30,596 x £500 = **£15,298,000**

Voluntary Additional Duties

A £1,000 payment to Band 2-5 Operational staff in the remit group who take on additional unpaid tasks.

POA Conference policy is that our members should not carry out additional voluntary tasks unless they are receiving additional pay for doing them. We take on board PSPRB comments around moving towards a more cohesive pay structure and a longer-term strategy to renumerate staff suitably for the work they do, but we also feel strongly that staff who volunteer to do over and above the requirements of their job description should be appropriately rewarded. We repeat our request that staff are paid an annual £500 consolidated payment in recognition of the additional roles and qualifications undertaken by volunteers. Examples of additional roles include:

• Negotiator
• ACCT Assessor
• C&R Instructor
• C&R Tornado/advanced course
• First Aid
• Mentor
• Local Response Team (LRT)
• Care Team
• Mental Health Allies (TRIM trained staff)
• OSG Drivers (includes Tornado and Cat A/High Security)
• ECR / Control Room Operators
• Separation Centres

• Discreet HSE Units
• Family Liaison Officers
• Dog Trainers
• Proposed Naloxone intervention staff

This list is not exhaustive. Any staff who undertake these roles are required to complete additional training, and some of these roles include a "pass or fail" course. Staff who complete the C&R Advanced course are required to pass a fitness test and put themselves at increased risk of physical injury. In some cases, staff have found themselves medically retired from the service following injuries they have sustained in this role. Other roles, for example ACCT assessor, potentially expose staff to extremely difficult and emotive situations that, in the extreme, could require them having to attend Coroner's Court. Many prison staff are suffering with mental health problems, often caused by the work they do, and any member of staff who steps up and volunteers to support their colleagues in a role such as the care team or trauma risk management deserves to be suitably appreciated and rewarded.

To remain qualified in these roles, staff also often change or work their rest days as they cannot be freed up on the detail to go away on a course that may take several days to complete. Without this willingness, it would be impossible for staff to remain trained and qualified in some of these roles.

The POA believe that the uplift to the hourly rate of Tornado pay in last year's PRB recommendations has made little-to-no difference to attracting and retaining staff to train and maintain the required Tornado skills. In an evidence request to HMPPS, which was responded to on 19 November 2024, it was revealed that the national Tornado target was 2,100 while the number in post was 1,699, so even though the hourly rate of Tornado pay was increased, we still see an alarming Tornado Shortfall of 401 officers. The POA believe that the PSPRB must now introduce a Tornado allowance as previously suggested by the POA to protect the safety of our prisons and the public.

Market Supplements

Market Supplement payments to become consolidated into base pay for Band 3 Prison Officers.

Market supplements in their current format were first introduced in 2017, although other forms of incentive have been around as far back as the introduction of Fair & Sustainable, whereby provision was made for hard-to-recruit sites in the form of Local Pay Allowances. Market supplements have always been divisive among the remit group, and it is the opinion of the POA that market supplements do not achieve their purpose.

According to HMPPS, there are now three main sites that have been prioritised due to recruitment difficulties. These are HMP Woodhill, HMP Lowdham Grange and HMP Bullingdon. Although the POA requested information about staffing levels in these three sites from HMPPS on 31 October 2024, no information has been forthcoming. Of interest is the fact that, as yet, Lowdham Grange is not featured as a red or red plus site, yet HMPPS have concerns about the ability to recruit and retain staff here. They also provide no statistics for Lowdham Grange.

These Market Supplement payments are doing very little to address the underlying problems. For example, at HMP Woodhill the leaving rate stands at 21.3%, and they have the lowest number of staff in post since March 2018. At HMP Bullingdon they experience a leaving rate of 18.5% and have 37 staff less than their highest staff in post figure of 226 in March 2021. The other red plus sites are experiencing similar difficulties despite the additional market supplement payment. HMP Elmley has a 16.2% leaving rate and has its lowest staff in post figures since March 2019. Aylesbury has a leaving rate of 16.9%, Swaleside 19.5%. Figures for

HMP Lowdham Grange have not been released by HMPPS (PRB Stats Pack: Underlying leaving rate of permanent Band 3-4 including Prison Officer specialists in post in HMPPS as of 31 March 2024 Table 28).

Of the red sites, there is not a single one that has a leaving rate of less than 10%, with shocking figures including Cookham Wood on 39.6%, Coldingley on 29.8%, Feltham on 29.5%, Bedford on 27.3% and Winchester on 20.7%.

Red plus sites (£3,500)
- Woodhill
- Bullingdon
- Aylesbury
- Elmley
- Swaleside

Red sites (£2,000)
- Grendon & Springhill
- Stocken
- Downview
- Feltham A and B
- High Down
- Bedford
- Coldingley
- Cookham Wood
- Highpoint
- Huntercombe
- The Mount
- Send
- Standford Hill
- Winchester

The POA are not convinced that market supplements (£2,000 and £3,500, paid at red and red plus sites respectively) paid as a non-pensionable supplement achieve the aims of the employer at hard-to-recruit sites. The POA request would be that all red and red plus sites have the market supplements removed via incorporation into base pay for all staff at red and red plus sites, facilitated by an increase to F&S pay significant enough to create a financially viable opt-in.

The POA know that housing costs are traditionally higher at hard-to-recruit sites due to local bubbles of economic prosperity. In turn, this makes it difficult for Prison Officers to commit to living in these areas. Incorporating the red and red plus allowance into pay would allow base pay to be considered when applying for mortgages and increase the prospects of prison staff being able to live in these localised bubbles of economic prosperity, as opposed to looking at transfers or changes of careers.

Legacy Locality Pay Allowances (LPA) rates for the closed, non-Fair and Sustainable grades only payable to those staff in post on 31 March 2012 make it, in some cases, unviable for these grades to opt-in to F&S. The POA urge the PSPRB to look at ways of achieving F&S opt-in while absorbing the pensionable LPA into base pay.

Market Supplements are due for re-evaluation in March 2025 and, if they are to continue, would be subject to funding approval from Government. **Now is an opportune time to consume these supplements entirely into consolidated base pay.**

HMPPS SANEO (Shaping a New Employee Offer) Project Update

The SANEO project has failed to deliver a new employee offer to date. Its ambition was to replace the current electronic detailing system through a more flexible electronic form of self-rostering. The project was rolled out as two pilots to HMP Onley and HMP Styal, where two different systems were trialled. POA national officials were not offered the opportunity to observe the pilot projects.

A large number of SANEO meetings were cancelled, with the last SANEO meeting to go ahead in April 2024. A SANEO meeting scheduled for 19 November 2024 has now also been cancelled, along with a SANEO meeting scheduled for December 2024, which indicates to the POA that HMPPS have also lost faith in the SANEO project.

When you consider that "ways of working" is in the top four primary drivers for Band 3-5s leaving HMPPS, the failure of the SANEO project clearly shows a lack of drive from HMPPS to address concerns raised in exit interviews and indeed in its own People Survey. The POA view the SANEO project as a failed project and HMPPS need to accelerate its efforts to provide an alternative employment offer to its employees as a matter of urgency.

Reward & Recognition for HMPPS Dog Trainers

For HMPPS to maintain an operational Search Dogs and GP (General Purpose) Dog capability, we must deliver a minimum of 7,912 dog training and accreditation days annually, based on our current operational dog numbers. Added to this, initial dog courses of varying length, from four to 10 weeks depending on course type as required, is also a necessity. In addition, there will also be some extra unplanned training and accreditation days due to dogs failing accreditation, special assessments, etc. Without trained and accredited dog trainers to deliver this training, over and above their job description, HMPPS would not have an operational capability to detect, deter and detain with dogs.

Current numbers:

We currently have approximately 139 dog trainers, 75 who deliver initial training and 64 who deliver continuation training. These trainers are delivering GPD and Search dog training in establishments, regional teams and national teams.

A trainer's role requires them to up-skill to an accredited CT or Initial dog trainer by completing an intensive course and assessment. They require a very high level of knowledge and commitment and a comprehensive understanding of policy, legislation and curriculum packages. For GPD trainers, there are also some additional risks associated with the bite work elements of the training (unpredictable dogs, indiscriminate bites, accidental bites, etc). Other than job satisfaction, there are no incentives for these trainers to do this role and, at times, it appears to be a thankless task.

Dog trainers are required to undergo selection and additional training to carry out this specialist role. Once trained there are a number of extra responsibilities which include:

- Training handlers and dogs in general purpose or search dog disciplines as required;
- Writing training reports on dog and handler teams for each training session in the dog's Record of Service;
- Addressing performance issues and producing development plans to support the handler when required;
- Undertaking risk assessments and all required checks of training venues to meet policy and Health and Safety legislation;

• Arranging and supervising accreditation days;
• Becoming an accredited first aider;
• GPD trainers must be an accredited baiter;
• Promoting awareness of new methods of training and emerging trends;
• Contributing to the development of new general purpose and search dog training techniques;
• Contributing to the development of the local training plan;
• Delivering the initial and/or continuation training as accredited for outlined in the local training plan;
• Assessing the suitability of prospective HMPPS dogs during the procurement process and subsequently throughout a dog's working life;
• Contributing to the disposal of dogs at the end of a dog's working life;
• Ensuring that all training aids/PPE are safely transported and accounted for, and always used in line with policy and Health and Safety legislation;
• Delivering the foundation training for prospective dogs;
• Mentoring potential new continuation trainers;
• Mentoring potential new dog handlers;
• Taking responsibility for the transport and kennelling of new dogs.

Number of training days required for up-skilling to a Continuation Trainer

GPD trainer:
Training for Trainers course: minimum of 8 days
Baiter/Decoy course: 3 days
First Aid at Work course: 1 to 3 days
Total: 12 to 14 days training

Search Dog trainer:
Training for Trainers course: minimum of 8 days
First Aid at Work course: 1 to 3 days
Total: 9 to 11 days training

To upskill to an Initial Trainer:
Complete 1 year as a continuation trainer.
Successfully deliver an initial course in the relevant discipline under observation.

HMPPS Policy dictates the following:

5.3 Training for HMPPS dog trainers

• Initial selection of trainers for accreditation must be based on an identified need and will be undertaken by the responsible manager appointed by the PGD.
• To attain accreditation for the training of prison dogs, the following criteria must be met by individuals:

Continuation training:

• Dog unit/line manager endorsement.
• Evidence of a minimum of 1-year operational service dog experience in the discipline applicable to the training accreditation.
• Successful completion of an NDTSG Training for Trainers course in the discipline applicable to accreditation.
• Successful completion of a minimum of three field observations by the national dog inspectorate to assess the practical skill delivery of the training of HMPPS dogs at designated venues.

• All HMPPS dog trainers must hold a valid first aid at work qualification, attend CSL risk assessment training and attend unconscious bias (or equivalent) training annually

Upon meeting the criteria listed above, trainers will be awarded Continuation Training (CT) accreditation for the training of HMPPS dogs in the discipline they have been assessed for.

Initial training:

• Dog unit/ line manager endorsement.
• Training portfolio evidence of a minimum of 1 year CT experience in the discipline applicable to the training accreditation.
• Training portfolio evidence of a minimum of 25 days CT delivery in the discipline applicable to the training accreditation.
• Successful delivery of a full initial course in the discipline applicable to the training accreditation. (This trainer will be supported, as and when required, by an accredited initial trainer in the discipline applicable to accreditation and quality assurance visits and trainer observation by the national dog inspectorate).

All trainers are also required to maintain an active CPD portfolio evidencing annual training delivery to retain trainer accreditation.

The upskilling from dog handler to dog trainer is voluntary, making it extremely difficult to ensure we have sufficient trainers to deliver training to retain an operational dog capability. Recently the Inspectorate has been asked on several occasions to source training course places on a national level due to establishments and area teams not having a trainer in place.

Ideally, as a minimum, in each of the HSE there needs to be:

• 1 GP Initial trainer
• 1 initial search dog trainer
• 2 GP continuation trainers
• 1 search dog continuation trainer

Even with these numbers there would be very little resilience. During Benchmarking, all spare capacity in dog sections was stripped out, so if a section is not at full capacity the number of dogs available to patrol the grounds, escort vehicles or support officers with incidents is reduced. Several of the high-security prisons have been running with only one dog team on nights, which puts the security of the establishment at risk. New dogs need to be trained as soon as possible, and the more trainers an establishment has, the easier it becomes to facilitate a course. Further work and consideration will need to be done to identify dog trainer numbers that would give each establishment the capability and resilience to deliver dog training in-house without putting the security of the prison at risk.

Current numbers available in the High Security Estate are::

Frankland:
GPD Initial: 0
GPD CT: 2
Search Initial: 0
Search CT: 0

Full Sutton:
GPD Initial: 4
GPD CT: 0
Search Initial: 2
Search CT: 0

Wakefield:
GPD Initial: 1
GPD CT: 1
Search Initial: 0
Search CT: 0

Manchester:
GPD Initial: 1
GPD CT: 1
Search Initial: 1
Search CT: 2

Long Lartin:
GPD Initial: 1
GPD CT: 3
Search Initial: 0
Search CT: 0

Whitemoor:
GPD Initial: 1
GPD CT: 1
Search Initial: 0
Search CT: 0

Woodhill:
GPD Initial: 2
GPD CT: 1
Search Initial: 0
Search CT: 0

Belmarsh:
GPD Initial: 2
GPD CT: 1
Search Initial: 1
Search CT: 1

Those establishments that do not have the required number of trainers have two options: sourcing a trainer from another establishment thus putting the security of that prison at risk, or requesting the services of a national trainer from NDTSG, which then reduces the number of the specially trained handlers available to respond to serious disturbances.

Obviously, in addition to the High Security Estate, there are area search teams and prison search teams. The dogs in these teams are just as important as those in the High Security Estate and need the same initial and CT training. While these dogs are not part of the physical security of prisons, their ability to identify illicit articles, both inside the prison and entering the prison, aids safety and stability and ultimately saves lives.

It must also be acknowledged that HMPPS is entering a world of the unknown with the worry of Fentanyl and synthetic opioids (Nitazines) entering the prison system. These drugs are lethal, some being hundreds of times more potent than heroin. Unfortunately, there have already been some deaths in custody due to the small amounts that have managed to get into the system. HMPPS are working hard to be prepared for the onslaught of the drugs that they are expecting to become available for prisoners. The Inspectorate are busy working on training packages and training aids, as all search dogs will need to be up-skilled to seek out these drugs and it is vital that all dogs are up-skilled as soon as possible before there are more deaths in custody. Each dog will need a minimum of three days continuation training and an assessment.

The retention of trainers is a concern, and there have been several trainers recently who have decided that they are no longer prepared to deliver training and wish to return to their job description as a dog handler. In one case, the trainer was a very experienced trainer of 10 years who was no longer willing to deliver training. It would be difficult to get exact numbers of dog trainers as there are no profiled numbers; the number of accredited dog trainers fluctuates due to trainers having gained promotion or reverted back to discipline duties, retired, resigned or are no longer prepared to continue in this role, reverting back to their dog handler job description.

There is no incentive for handlers to apply or continue dog training delivery and there is a major concern that more will decide they no longer want to be a trainer. If this happened and dogs became un-operational due to the lack of training, the stability, security and safety of service would be at risk. An incentive would encourage current trainers to continue delivering training and would encourage other handlers to become trainers.

To give some reward and recognition to HMPPS dog trainers, we propose that some consideration be given to introducing an annual Dog Trainers Allowance of £1,000 for a CT trainer, increasing to £1,500 for an Initial trainer. This reward and recognition would go some way to help with recruiting and the retention of dog trainers.

On current numbers this amount to:
Continuation Trainers: £64,000 (£1,000 each)
Initial Trainers: £112,500 (£1,500 each)

Glossary of Terms

GPD: General Purpose dogs, normally a German Shepherd type breed used in high security prisons to patrol the grounds and ensure the perimeter wall is secure. They are also used to maintain control and order in potential and actual disturbances.

Search/Detection Dog: These are normally gun dog breeds that are used to search for illicit items such as drugs, mobile phones, hooch, firearms and explosives. HMPPS have dogs that search areas, vehicles and people.

Active Drug Detection (ADD)
Passive Drug Detection (PDD)
Illicit Brewed Alcohol Dogs (IBAD)
Explosive Detection Dogs (EDD)
Firearms Detection Dogs (FDD)
Mobile Phone Detection Dogs

Initial course: This is the very first course that a newly acquired dog is required to complete. Depending on the type of discipline required of the dog, the length of course varies, e.g. GP dogs: 8 weeks, ADD dogs: 4 weeks, PDD dogs: 6 weeks, and EDD dogs: 10 weeks.

CT Training: This is continuation training. Regardless of discipline, all dogs must complete a minimum of GP dogs: 10 days, Drug Detection dogs: 5 to 8 days, EDD dogs: 20 days of CT training per year

Accreditation: To remain operational, each dog and handler must have an accreditation/licence. This is gained by completing the required number of CT days per year and successfully passing an annual assessment, including a handler knowledge check.

CPD Portfolio: This Continuing Professional Development document is a record of all training, knowledge and experience. To retain currency and validity in the training of dogs and handlers, a trainer's "licence" to train is required to be renewed every three years. This can be achieved by the retention of a portfolio of evidence that can be verified by a Section Manager. A portfolio providing evidence of continuing and relevant professional competence (list of CPD completed, details of all training delivered) should be presented within three months of the expiry date. Any portfolio that does not meet the required standard can be returned within time and action planned.

Baiter: A baiter is the person who, during training, acts as a prisoner. During training, whilst wearing the correct PPE, the baiter will be chased and subsequently apprehended by the dog. It is imperative that no harm comes to themselves or the dog during training, which is why GP dog trainers need to pass a baiting course to learn how to carry themselves and react to the dog following its capture.

National Dog Inspectorate: A group of Band 5 officers who are experienced dog handlers, trainers and assessors, they are part of NDTSG and are responsible for governance and assurance of HMPPS dog training and operations. The Inspectorate team is a central resource providing professional oversight of HMPPS dogs and are responsible for the following dog services: Licencing all HMPPS dogs and handlers; Design and development of Dog Training Curriculums; Monitor and identify all legislation relevant to the deployment and welfare of prison dog teams.

HSE: These are eight prisons within the high security estate, Whitemoor, Woodhill, Long Lartin, Manchester, Full Sutton, Belmarsh, Frankland and Wakefield.

Section 3

Conclusion

In reaching its recommendations, we ask that the PSPRB consider the following:

- The PSPRB is the sole compensatory mechanism for Prison Officers not having the right to strike over pay, or the ability to withdraw from voluntary duties;
- In April 2024, the Living Wage increases by 9.8%;
- The impact of recent price inflation, as a Prison Officer in debt is vulnerable;
- Changes to Prison Officer pension age;
- The continued emotional demand of the role that Prison Officers and OSGs carry out;
- The effect of rising violence and a testing operational environment;
- The ongoing retention churn and its cost;
- The recruitment and retention issues within HMPPS;
- The morale of prison staff;
- The long-term reliance on detached duty;
- The failure of HMPPS to repay TOIL owed to staff;
- HMPPS absolute reliance on Payment Plus to deliver the basics within our prisons;
- The true cost of ALL Payment Plus – what is the true figure?
- The unique challenges faced by our members within the Youth Justice System;
- The inability of HMPPS to recruit staff to Target Staffing Figures in every establishment;
- The daily dangers faced by prison staff;
- HMPPS's continued failure to reward our members for additional duties, responsibilities and tasks;
- Ongoing concerns around numbers of people volunteering for Tornado;
- Establishment-level failures to implement flexible / part-time working;
- The failure of the SANEO project to date;
- The dangers presented to frontline delivery by HMPPS Workforce Delivery Project;
- The flexibility of uniformed staff when urgent assistance is required in other establishments.

On behalf of the POA membership in England and Wales, we thank you for considering our evidence for 2025.

The POA NEC