



HM Prison &
Probation Service

Mr Andrew Harris
Senior Coroner
Inner South District Greater London
Southwark Coroner's Court
1, Tennis Street
Southwark
SE1 1YD

HM Prison and Probation Service
Post Point 14.05
Southern House
Wellesley Grove
Croydon
CR0 1XN

9 December 2019

Dear Coroner,

INQUEST INTO THE DEATH OF ALEX MALCOLM

Thank you for your letter of 16 October to the Chief Executive Officer, following the inquest into the death of Alex Malcolm.

Her Majesty's Prison & Probation Service (HMPPS) is grateful for the observations in your report on the issues surrounding Alex's tragic death.

You refer to difficulties in recruiting and retaining probation officers and the steps being taken to address these. HMPPS introduced a new pay structure with effect from 1 April 2018 for the National Probation Service (NPS) to recognise the professional nature of the work of its staff and the significant contribution they make. As part of this process, pay for the NPS was compared against other public sector employment, to ensure that it was competitive.

NPS Pay Modernisation included a two-year pensionable pay award (2018-19 and 2019-20) for all staff. Approximately 9,500 staff received a minimum pay award of 3 per cent in each year (instead of a contractual 1 per cent pay award if the pay reforms had not been implemented). The new pay structures also recognised staff at the maximum for their grade and provide a framework for pay progression for all staff through a competency-based framework. New arrangements, such as a more beneficial pay-on-promotion policy, were also introduced to support career progression and to assist the filling of vacancies on a temporary and permanent basis.

NPS staff based in London also receive a London Allowance of £3,889 per annum. In addition, a 'Market Forces Allowance' of £1,100 to £3,100 is currently being paid to

Thanks as per 13-12

Probation Support Officers, Probation Officers and Senior Probation Officers in specific locations to address local recruitment and retention issues.

HMPPS continues to monitor recruitment and retention, and to assess the implementation of the new pay structure. I hope that the measures I have described above demonstrate the continued work being done in this area.

Yours sincerely,
Richard Taylor


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