

# Ministry of Justice

Last update: 1 Aug 2023

## Latest Bulletins

### Ministry Of Justice / Legal Aid Agency Pay

Posted on: 1 August 2023

The ballot for MoJ/LAA pay is now open.

You will already know what the “offer” from the employer is and how it will affect you.

To put this offer in context:

Trade Unions met with the Cabinet Office towards the end of March 2023 to discuss the pay remit for 2023/4.

The Treasury set the remit at 4.5% of pay bill overall, plus 0.5% for the lower paid. The latter was proposed as a way of dealing with the impact of the 9.7% increase in the National Living Wage which in many civil service employers effectively merged grades.

Treasury also announced that civil service employers would make a cost of living payment to all staff of £1500, on a pro rata basis for part time staff, and only payable to staff in post on 31 March and the date of payment.

GMB opposed the reduction for part time staff on the clear grounds that the impact of inflation has nothing to do with the hours worked.

**The £1500 payment is not part of 2023/4 pay.**



The payment is from existing resources and was not funded by the Treasury. Treasury also keep the tax paid by individuals, which is akin to taking money back from Departments.

Pay negotiations resulted in the final offer which went to unions at the end of July. GMB has standing policy that members **must** be consulted on pay, and the employer was informed that a ballot would take place, ending on 8 September to allow for implementation of the offer at the end of the month.

GMB is aware of a few civil service employers implementing in August, though many are implementing in September, and others have yet to begin formal negotiations and/or have business cases with Treasury for more flexibility in 2023 to allow for an offer higher than the core offer.

GMB Representatives are not making a recommendation this year, wish to make it clear that a vote to reject is effectively a vote for industrial action to secure a better offer.

Please take the opportunity to **have your say on your pay**.

The ballot closes at noon on 8 September 2023.

## Previous Bulletins

### **GMB Challenge Management Dithering And Delay In 2020 Pay Negotiations**



**Posted on: 4 May 2020**

**Kevin Brandstatter, GMB's Officer for the Civil Service**, has written to the Ministry of Justice following a meeting of GMB Reps in the ministry, to state plainly their objections over the delays to the 2020 pay negotiations which at time of writing **have yet to begin**.

Staff at the MoJ have not had any increase in pay since 2019.

Delays to the start of talks adversely impact members in the MoJ as the backpayments on any pay increase accrues substantially over time.

When eventually paid, any increase could adversely impact members with Student Debt, on Universal Credit or means-tested benefits, and could also have tax implications for members temporarily in a higher PAYE tax bracket.



**“Morale is not good in the MoJ, and these delays have only worsened the situation...**

**"Members need their pay uplifting now, not later. Their rent and bills have to be paid every month, and are going up, they can't just defer these payments for 2 years until their employer gets round the table."**

**Kevin Brandstatter, GMB National Officer**

The reps have been told that the delay is partially due to challenges and queries made by the Cabinet Office or Treasury, as well as from within the MoJ and devolved administrations.

The MoJ faces a long term recruiting and retention crisis, as MoJ staff seek advancement outside of the organisation.

This comes ahead of a looming crisis for the organisation in addressing the backlog of courts casework after MoJ facilities and proceeding were closed due to Covid 19.

GMB reaffirmed our members' commitment to entering negotiations with the employer in good faith, and urge the government to come to the table with the union and negotiate.

Read the full correspondence raising GMB's concerns [here](#).

## **GMB Members Directly Employed And Contractors In Prisons: IS YOUR WORKPLACE SAFE?**



**Posted on: 18 March 2021**

Last week we had a meeting of the HMPPS National Whitley Council. The meeting opened with a sober reflection of the damage done by the Covid 19 Virus to staff and residents.

The third wave of infection from December onwards has been the worst, with a relatively high level of deaths among directly employed, contractors and residents.

Outbreaks in Prisons can only have been caused by community transmission among staff and visitors, or by prisoner transfers from other prison or courts.



As members will know a vaccination programme is underway, which should improve the situation, however, working adults will not have completed their 2 jabs until July, and 10% may not be immune.

Public Health England has forecast that the opening of schools will lead to increased cases, so health and safety in prisons remains important.

Hence, you should ask the question – **IS MY WORKPLACE SAFE?**

Further information and guidance on this will follow shortly, but the GMB website has comprehensive information, especially the guidance which has come from the Cabinet Office, produced after extensive consultation with GMB and sister unions.

### **Other issues from the meeting:**

Unions and management have yet to agree changes to the Job Evaluation System – especially around factor 9 – relating the emotional demands of roles in the prison service. The union view is that the HMPPS proposal could lead to downgrading of existing posts, or would make regrading more difficult.

### **Facilities Management**

HMPPS has undertaken a review of Prisons FM. This is currently undertaken primarily by the private company Amey, in the North of England and Wales, and a wholly owned company, Government Facilities Services Ltd, in the South of England.

GMB and sister unions will be meeting HMPPS regard these contracts. If you have any information thoughts, advice, suggestions or ideas about the FM operation in your Prison, please e-mail me (See below)

### **Do you want to be a GMB Rep?**

GMB is the third largest union in the UK with over 600,000 members. We are currently seeking new workplace organisers in HMPPS and individual prisons.

If you want to become a GMB Rep, or just want some information about the role please e mail: [kevin.brandstatter@gmb.org.uk](mailto:kevin.brandstatter@gmb.org.uk) (preferably from a private email address)

Any communication will remain confidential.

BY ALL MEANS PLEASE PASS THIS ON TO COLLEAGUES AT WORK.

Ask your colleagues to join GMB – They should go online: [gmb.org.uk/join](https://gmb.org.uk/join)

