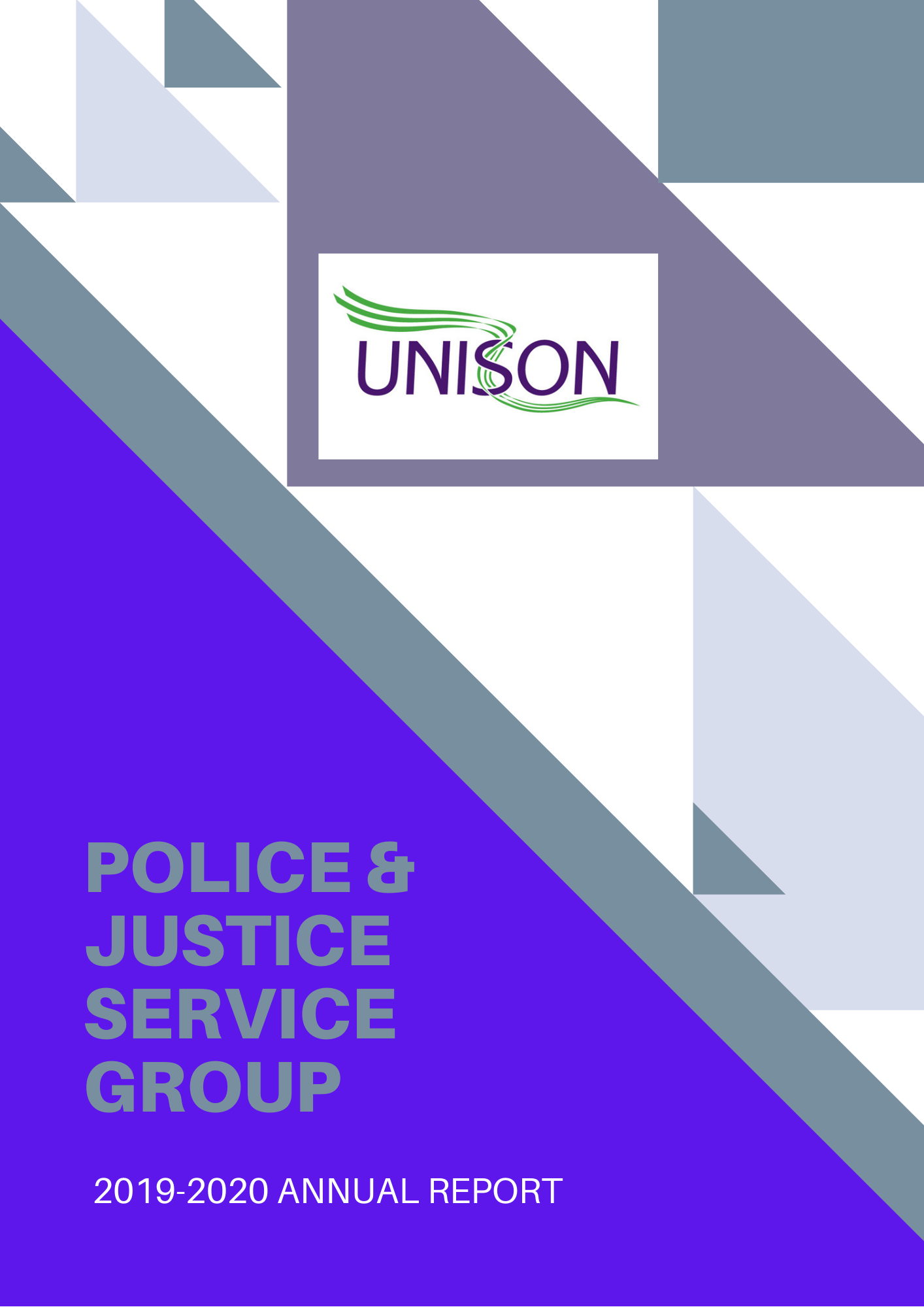
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**Chair’s Welcome**

Under normal circumstances, I would be welcoming everyone to Bournemouth for our 2020 Police and Justice Service Group Conference.

Due to Covid19 our Conference has been cancelled this year for reasons that all members, activists and branches will be well aware.

The Police and Justice Service Group agreed in June 2020 that we would not try to run an alternative on-line event, due to the challenges involved.

However, the SGE did agree at its July meeting that we should still publish an annual report in 2020 as a record of the work which the Service Group has carried out on members’ behalf since the last Service Group Conference in Southport last October.

Covid19 has, of course dominated all of our work in Police and Justice since March of this year. This dreadful virus and the impact which it has had on our communities and members has been far-reaching. None of us knows how, when, or if, our working lives will ever return to some semblance of normality. What we can say with some certainty is that the ‘new normal’ will be different.

Our branches, activists and members have risen to the challenge of the pandemic and kept policing, probation and CAFCASS functioning despite the challenges faced. Not surprisingly, a lot of what is in this report concerns Covid19.

The PCC elections, which we were busy preparing for early in the New Year were postponed until May 2021. But our political work has continued in relation to concerns over the threat of baseline funding not being protected in the forthcoming three-year Comprehensive Spending Review.

Pre- and post-lockdown, our business as usual work has continued. I am very pleased to report that our membership continues to grow in all sectors in which we organise. This is testimony to the hard work of branches, activists and staff.

On a similar positive note, in June 2020 the Government announced that the majority of probation work which was outsourced to the Community Rehabilitation Companies would now be coming back into the public sector in June 2021. This is a fantastic outcome for our ‘Let’s Fix Probation’ campaign to end probation privatisation and something we should rightly celebrate, whilst still calling for the whole service to be re-nationalised.

Our North West Probation and CAFCASS branch and UNISON North West Region continued to support and organise our CAFCASS members to positive effect.

For our police staff members in England and Wales we continued to push for clarification of key entitlements in the Police Staff Council Handbook and an end to low pay as part of our 2020 pay campaign in England and Wales.

Debi Potter, Chairperson

Police & Justice Service Group Executive

**Introduction**

This report is a summary of the work of the Police and Justice Service Group Executive and its committees from the close of last years’ service group conference in October 2019 to August 2020.

The report is presented is presented to branches this year for information instead of the usual process of approval at the annual Police and Justice Service Group conference.

Our report summarises the main areas of work undertaken by the Service Group, both in response to the decisions reached at Service Group conference 2019, and in relation to events over the last 12 months. The report covers the work of UNISON in all three home nations in which we organise and in our regions.

The thanks of the Service Group, as ever, go out to the activists, branch officials and regional staff who make the work of the Service Group such a success across all three nations; and of course to our members who support the work of the union in so many different ways.

**Section 1** of the report covers the work of the service group and its sectors against each of the NEC’s four objectives. The sectors are as follows:

* **Police Staff (England and Cymru/Wales)**
* **Police Staff (Scotland)**
* **Probation Staff (England and Cymru/Wales)**
* **CAFCASS (England)**

**Section 2** of the report provides national updates from UNISON Scotland and UNISON Cymru/Wales and from each of the regional police and justice committees.

**Section 3** of the report gives an update on the work in progress to deliver the actions in respect of motions passed at the 2018 Service Group Conference.

**Section 4** contains information on:

* Membership of the Service Group Executive (SGE)
* Membership of the Service Group Sector Committees
* Representation on negotiating bodies and external stakeholder groups
* SGE attendance record
* Meeting record
* Service Group circulars/joint union communications/e-communications
* Service Group Staff

**Section 1: Meeting the NEC Objectives**

* 1. **Objective 1: recruiting, organising, representing and retaining members**
     1. **Membership and Density**
* **Membership**

As at October 2020, membership in the Service Group was as follows (2019 figures in brackets)

Total Police and Justice: 39,032 (37,454)

Police Staff (England & Wales):

33,118 (31,718)

Police Staff (Scotland): 2,413 (2,407)

National Probation Service: 1,617 (1,467)

Community Rehabilitation Companies: 1,421 (1,476)

Other Probation members: 203 (122)

CAFCASS: 260 (264)

* + 1. **Recruitment and Retention**

Membership in the Service Group has grown by 1,578 (4.2%) in total since last year’s annual report.

* + 1. **National Probation Service Facility Time**

In February 2019 UNISON was allocated a formal facility time provision for our lay member work in the NPS. We conducted an audit of existing facility time being drawn down by activists with a view to allocating our provision equitably. This work is on-going.

* + 1. **OCS Night Cover and Facilities Management Contract Recognition**

OCS offered a limited recognition agreement to UNISON in respect of their double waking night cover contracts in NPS approved premises. The recognition offered was only in respect of ex-NPS staff transferred under TUPE to the company, so talks are on-going at the time of writing to resolve outstanding matters relating to recognition.

* + 1. **DOCAS to Direct Debit Switch for CRC members transferring to NPS**

Work is underway with UNISON RMS colleagues to prepare for the switch of CRC members’ subs payments from DOCAS to direct debit when they transfer to NPS in June 2021.

* + 1. **CT Organising Project**

The Service Group Executive agreed to seek regional support for a CT organising project in three pilot regions. The respective Regional Police and Justice Committees were consulted on the proposal.

* + 1. **Police Post Incident Procedures (PIP)**

The bespoke branch training courses have continued to run.

* + 1. **Police Branch Legal Guide**

This project is currently on hold following changes of personnel at Thompsons.

* 1. **Objective 2: negotiating and bargaining on behalf of members and promoting equality**

The following reports relate to each of the negotiating sectors which are responsible for bargaining members’ pay and conditions.

* + 1. **Police Staff Council (PSC) England and Wales**
       1. **Pay 2018**

Following consultation with branches and members, the Police Staff Council Trade Union Side submitted the following pay claim to the Employers on 29 May 2020:

* One-year claim
* 6.5%, or £1200, increase, whichever is the greater, on all PSC pay points with effect from 1 September 2020\*
* 6.5% increase on standby allowance and overnight away from home allowance with effect from 1 September 2020
* An increase in the minimum annual leave entitlement in the Police Staff Council Handbook from 23 to 24 days on appointment and from 28 to 29 days after 5 years’ service.
* All police staff apprenticeships to be job evaluated and placed on the minimum pay point of the appropriate police force pay grade
* An undertaking to the effect that if the government and/or police employers seek/obtain additional investment in pay for policing during the 2020/21 pay year, that this is sought and distributed across the whole police workforce.

The Employers Side responded with the following offer on 22 July 2019:

* An increase of 2.5% on all pay points
* An increase of 2.5% on standby allowance
* A commitment, without prejudice, to discuss apprenticeship pay in the context of the PSC Pay and Reward Review

Following consultation with union committees, the PSC Trade Union Side agreed to go back to the Employers to seek an improvement to the offer in relation to low pay.

At the time of writing, further pay talks were expected from mid-August 2020.

* + - 1. **PSC Pay and Reward Review**
* Part 1

Part 1 of the Review culminated in agreement to the 2017 version of the PSC Handbook. Over the last year, the PSC Trade Union Side has continued to press for clarity from the Police Staff Council in relation to on-going implementation questions in respect of the 2017 PSC Handbook.

A draft FAQ document, to clarify key PSC Handbook entitlements was sent to the Employers Side in July 2019 and work on this remains on-going 12 months later.

The Employers Side has not been willing to provide all the clarifications asked for by the Trade Union Side in the FAQs, so talks are on-going over a shortened version.

In January 2020 the Police Staff Council Trade Union Side submitted a proposal to the Employers Side seeking to clarify entitlement to the PSC Away from Home – Overnight Allowance. The Employers Side has not agreed to the proposals.

The Police Staff Council Sector Committee agreed at its meeting on 20 November 2019 to offer Regions the option of a workshop facilitated by the UNISON Centre Team to allow for full discussion and to provide advice on local PSC Handbook interpretive issues. One workshop would have taken place at the Wales P & J Seminar due to have been held in March 2020, and another at the East Midlands P & J Seminar in May, but both were cancelled due to Covid19.

* **Part 2**

Part 2 of the Review is looking at police staff basic pay, including job evaluation and pay and grading.

The Trade Union Side continues to seek a single sector-wide pay and grading structure for all police forces in England and Wales.

Progress on Part 2 of the review has been slow. The following developments have occurred in the last 12 months:

* December 2019: the review working party were briefed by the NPCC pay team lead on the police officer pay reform proposals
* December 2019: branches and regions asked to provide information on pay disparity in regional organised crime units
* January 2020: results of force JE survey shared with TU Side
* March 2020: TU Side submitted a proposal paper on pay reform to an Employers’ seminar on Part 2 of the Review for forces. At the time of writing the Employers Side had not responded to our paper.

**1.2.1.3 Contamination Elimination Database (CED)**

On 30 August 2018 the PSC reached agreement on the application of the Contamination Elimination Database (CED) to police staff; PSC Joint Circular 96 refers.

In November 2018, the Trade Union Side raised concerns in relation to the above agreement regarding the conflict between the voluntary principle in the PSC Agreement and the requirement of the Forensic Regulator that all forensic staff must provide a DNA sample to the CED in order for forces to achieve ISO accreditation for their forensic services.

In July 2020 the Trade Union Side submitted a proposal to address the conflict. At the time of writing the Employers Side had not responded

* + - 1. **Covid19**

The Trade Union Side was disappointed that the Employers Side was not willing, or able, to agree that the PSC should take a lead on key employment matters arising from Covid19.

In March 2020, the Trade Union Side proposed a PSC Agreement on Flexible Working to apply to Covid19, but the Employers declined to respond.

As a result, on 2 April 2020, the Trade Union Side issued its own bulletin setting out advice for members on their employment rights under Covid19. This was replicated on the UNISON Covid19 service group web-pages.

In view of the PSC Employer Side position on Covid19, UNISON, the other police staff trade unions and the staff associations were directly consulted by National Police Chiefs Council on a range of HR advice and guidance for forces including:

* Home working
* Shielding
* Annual Leave
* Quarantine
* Personal Protective Equipment
* Wellbeing

In May 2020, the Trade Union Side requested that the PSC agree the terms of a Covid19 life assurance scheme for police staff who died after contracting the virus at work. A similar scheme has already been agreed for police officers, but at the time of writing it has not yet been possible to reach agreement on the terms of the policy for police staff.

In April 2020 UNISON undertook an on-line survey of members to find out views on PPE and home working/return to work.

* + - 1. **Police Misconduct Procedure Reforms**

The PSC undertook in February 2020 to provide forces and branches with advice and guidance on how the changes to police officer misconduct regulations around reflective practice interviews should be incorporated into police staff misconduct procedures. Unfortunately, this work has been seriously delayed by the impact of Covid19 and the advice still not issued at the time of writing.

* + - 1. **Non-Deduction of Commuter Mileage from mileage claims**

The PSC adopted the agreement reached for police officers in May 2020 to not deduct commuter mileage from mileage claims in respect of home to work journeys not passing normal place of work.

* + - 1. **Police Staff Council Joint Circulars**

The following joint circulars were published by the Council:

* **103: Police Staff Pay 2019** - 30 October 2019
* **104: Political Restriction** - 19 November 2019

* **105: Guidance on Police Staff Misconduct Procedures** 20 November 2019
* **106**: **TUC’s Dying to Work Charter** 16 December 2019
* **107**: **Integrity Reforms – Implementation of New Complaints and Conduct Regulations** 10 February 2020
* **108**: **Mileage Allowance** 24 June 2020
* **110**: **Working Arrangements and Pay – Boxing Day 2020** 24 July 2020
  + 1. **Police Advisory Board for England and Wales (PABEW)**

UNISON represents the Trade Union Side of the Police Staff Council on PABEW.

UNISON’s main focus on the PAB has been our work on the PAB Disciplinary Sub-Committee which has been overseeing:

* the implementation of the new police officer misconduct regulations; our interest in respect of the implications for police staff.
* the College of Policing led work on the action plan to tackle sexual harassment in policing following the publication of UNISON’s report on sexual harassment in 2016.
  + 1. **Police Force Pay and Conditions Reviews**

The Police and Justice Team at the UNISON Centre supported the following branches and their Regional Organisers in relation to job evaluation and pay and grading.

* **Leicestershire Police**

All staff job evaluation and pay and grading review, using Hay.

* **Durham**

JE/Pay and Grading Review in the OPCC using locally sourced JE scheme.

* **South Yorkshire Police**

Review of Equate JE scheme.

* **West Midlands Police**

Review of JE/Pay and Grading

* + 1. **Police Gender Pay Gap**

UNISON undertook research in April 2020 to produce a table of the 2020 gender pay gap data for police forces in England and Wales.

Unfortunately, most forces had not published their gender pay gap data by the date required and were excused this by the government which gave all employers an extension to the deadline in light of the demands of covid19.

* + 1. **Equality and Diversity**

**1.2.5.1 Police Sexual Harassment Survey**

Following agreement from National Police Chiefs’ Council in July 2018 to work with UNISON and other stakeholders to implement a campaign to root out sexual harassment in the police service, NPCC launched its ‘Knowing the Line – a National Strategy to Address the Issue of Sexual Harassment in the Police Service’ on 3 June 2019.

One of the actions which came out of the NPCC plan was for the College of Policing to produce advice and guidance to forces on how to tackle sexual harassment.

Unfortunately, this guidance has been delayed and on both the occasions when the draft College advice was presented to the PAB Disciplinary Sub-Committee, most recently on 10 July 2020, UNISON had to send it back as being not detailed, or comprehensive enough.

During the year a number of police forces asked for the questionnaire which UNISON developed with the LSE to conduct our original sexual harassment survey in 2016.

**1.2.5.2 Black Members Survey**

Work has continued to progress the Black Members survey in the Probation Service, both in the NPS and the CRCs, and in CAFCASS.

UNISON, Napo, and RISE are collaborating on the survey, which was initially circulated for members to complete on 29 September 2018.

Following a low initial response rate, the survey partners worked towards launching the survey with the support of the National Probation Service in 2019. However, despite initially being supportive, in the autumn of 2019, the NPS withdrew its support.

Since that time, the survey partners have been working up a revised set of questions to take account of Covid19.

**1.2.5.5** **Black Members and Covid19**

In both Police and Probation, UNISON lobbied hard for employers to take their responsibilities towards Black staff in relation to Covid19 risk assessments seriously.

**1.2.5.7 SGE Statement on the Killing of George Floyd**

The SGE agreed the following statement at its meeting in June 2020:

*‘UNISON’s Police and Justice Executive join our voice with those condemning the killing by police of George Floyd in the USA. We call for those responsible to be brought to justice and express our profound sympathy to the family and friends of George Floyd.*

*We stand with those peacefully campaigning to end all forms of racism in law enforcement, in the administration of justice and in wider society. We join with those demanding yet again that the faith of Black communities in the police, courts, prison or probation must be built on* *foundations of anti-racism, fairness and decency. We all have a part to play in achieving this.*

*The death of George Floyd, and the anger that has followed, tell us that the fight against racism in the USA, in the UK and globally must be redoubled. UNISON’s Police and Justice Service Group Executive recommits to fight against racism in all its forms.’*

**1.2.5.8 Service Group Sessions at Self Organised Group Conferences**

The Service Group facilitated sessions for police and justice delegates at the following Self Organised Group Conferences which fell in the period covered by this report:

* **Disabled Members Conference**: Brighton - 3 November 2019
* **LGBT Members Conference:** Bournemouth – 15 November 2019
* **Black Members Conference**: Bournemouth – 31 January 2020
* **Women’s Conference**: Bournemouth – 13 February 2020

**1.2.6 Probation Negotiations in England and Wales**

**1.2.6.1 Bargaining Arrangements**

* **National Probation Service**

The NPS Joint Negotiating Committee has continued to meet quarterly. The following sub-committees have been set up to take forward specific work on behalf of the JNC:

* + Pay and Reward
  + Diversity and Equality
  + Approved Premises

The proposal for a Probation Professional Practice Forum (PPPF) has been abandoned given developments on the Probation Programme dealt with later in this annual report.

* **CRCs**: negotiating bodies continue to meet in all the CRCs.

**1.2.6.2 NPS Pay Negotiations 2020**

The following pay claim was submitted by the three probation unions on 12 March 2020:

* A two-year award to cover the 2020 and 2021 pay years
* An increase in the value of all pay points above the Retail Prices Index (RPI) of inflation on 1 April 2020 and 1 April 2021
* An increase in the value of all NPS allowances above the Retail Prices Index (RPI) of inflation on 1 April 2020 and 1 April 2021
* Automatic Pay Progression (in both years of the claim) in line with 2 year pay modernisation award
* Deletion of Pay Band 1
* Removal of Pay Band Overlaps

At the time of writing, pay talks for 2020 had yet to get underway.

Also, in March 2020 the probation unions wrote to the Prisons and Probation Minister to complain at the failure of the NPS to pay staff their 2020 increment on time. This was one of the risks to which UNISON had alerted members when voting for the NPS two year pay modernisation offer in 2018.

In November 2019 NPS and the Trade Unions agreed that it made sense to delay the implementation of the proposed competency-based pay progression system for a further 12-month period, allowing it to roll-out after the transition to the new Unified Model. This means the pilot period is now planned to start on 1 April 2021, with the new approach being linked to pay with effect from 1 April 2023. Annual pay progression for eligible staff will therefore automatically progress for an additional 2 years (i.e. 2021 and 2022).

**1.2.6.3 National Probation Service Negotiating Issues**

* **Covid19**

UNISON was involved at all levels in the NPS in representing members’ interests in the NPS Covid19 operating models. We were consulted on all matters relating to the pandemic and staffing, including emergency delivery models, exceptional payment scheme, health and safety risk assessments, personal protective equipment, office hygiene facilities and more recently the NPS recovery programme. We met on a weekly basis with the Director General for Probation during the lockdown period.

UNISON was successful in bidding for Covid19 project time for activists to spend the time necessary to support members during the NPS recovery programme.

In April 2020 UNISON proposed a life assurance scheme pay out for any NPS staff who died in service from Covid19 contracted in the course of their duty. At the time of writing NPS has not responded to the proposal and no insurance scheme is in place for NPS staff.

* **National Job Evaluation Appeals**

The job evaluation appeals for the downgraded E3 roles got underway this year following pressure from the probation unions. The Approved Premises Residential worker was the first role to be reviewed in July 2020. The following roles are also on the list to be reviewed: Business Manager, Enforcement Officer, Victim Liaison Officer, AP Manager and Mappa Administrator.

* **E3 Pay Protection Extension**

The NPS agreed in June 2020 to extend the pay protection of all staff who had been downgraded as a result of E3 to take account of the fact that NPS had breached the E3 Implementation Agreement by not providing these staff with development and training opportunities to return to a post at their former substantive pay band.

* **Approved Premises (AP) Pay**

UNISON has continued to tackle the many on-going problems in the way that staff are paid in approved premises. The problems include disparity in pay for overtime working, standby payments, holiday pay and over/underpayment of salaries.

* **Future of the Enforcement Function**

The National Officer worked with the UNISON Probation in London branch on a proposal to up-skill the enforcement officer role. We drew up a paper entitled ‘Business Case to retain a Specialist Enforcement/Prosecution Function’. This was submitted to London Division on 2 February 2020.

This is currently under consideration by NPS.

* **NPS Psychologists**

UNISON worked with our NPS Psychologist members to challenge the lack of consultation over plans to merge the NPS Psychology Service with the Prison Service Psychology Service. In July 2020 the NPS agreed to suspend its proposals and return to discussions with the trade unions.

* **NPS Divisional Business Managers**

UNISON consulted with Divisional Business Manager members over proposals to make their role redundant in favour of a new Regional Head of Corporate Services role.

**1.2.7 CRC Negotiating Issues**

**1.2.7.1 Staff Transfer and Protections Agreement**

As a result of the decision of the government to do a U turn on its plans to re-let the CRC contracts in 2022, UNISON and the other probation unions have continued talks with HMPPS over the last year to negotiate the staff transfer and protections agreement to cover the 95% of CRC staff who will transfer to the NPS under revised government plans, as well as the smaller group of CRC staff who are in scope of the transfer to one of the proposed Dynamic Framework Providers . These negotiations are taking place at the Probation Programme Negotiating and Consultative Sub-Committee of the Probation Programme Consultative Forum.

On 1 December 2019 all offender management staff from the Wales CRC transferred to NPS Wales as a forerunner to the transfer of all other CRC offender management staff to the NPS in June 2021. UNISON was involved in the negotiations over this transfer and communications with members. Members in this group retain their former Seetec CRC pay and conditions pending harmonisation via the staff transfer and protections agreement.

Negotiations on the staff transfer an and protections agreement were concluded in August 2020 and at the time of writing preparations are now underway to ballot members on the proposals in the early autumn.

**1.2.7.2 Sodexo**

The Sodexo Pan CRC forum has met quarterly with sub committees established for Pay and Reward and Policy Harmonisation across Sodexo CRCs.

**1.2.7.3 Interserve**

The Interserve Justice Joint Negotiating and Consultation Committee has met quarterly with sub committees established for Pay and Reward, Policy Harmonisation across the Interserve CRCs, Stress Management and Wellbeing.

**1.2.7.4 Other CRCs**

Information relating to the bargaining situation in the other CRCs can be found in the Regional reports in Section 2. The reason for this lies in the fact that negotiations with the other CRCs are led by UNISON Regional officials.

* 1. **Objective 3: Campaigning and promoting UNISON on behalf of members**
     1. **Police Staff England & Wales**
        1. **College of Policing**

UNISON has continued to represent members’ interests at the College of Policing in relation to an increasing range of College business.

UNISON has seats on the following College representative bodies: Professional Committee, Members Forum, Policing Education Qualifications Framework Project Board (PEQF), Workforce Transformation Board, Wellbeing Board and Citizens in Policing Representative Forum.

UNISON undertook the following specific work with the College over the year:

* **Citizens in Policing**

As a result of a proposal from UNISON, the NPCC/College of Policing lead for Citizens in Policing agreed to set up a formal consultative forum between Citizens in Policing and the police trade unions and staff associations.

The first meeting took place in July 2019 and continues to meet quarterly with UNISON attendance.

UNISON’s Police Staff Committee agreed a proposal for a Volunteers Charter for the Service which we sent to Citizens in Policing in January 2020. Discussions on the charter were ongoing at the time of writing.

* **Workforce Transformation Board**

UNISON continued to attend the Workforce Transformation Board which considers high level workforce proposals until this was disbanded by NPCC in 2020.

* **Police Education Qualification Framework (PEQF)**

UNISON attends the College PEQF Board. At its meeting on 6 February 2020 the PSC Sector Committee agreed a range of recommended actions for branches/regions to undertake in respect of representing members’ interests in the PEQF.

* **Vetting**

In May 2020 UNISON consulted branches on the review of the College approved professional practice on vetting and made a response to the College lead.

**1.3.1.2 National Police Chiefs’ Council (NPCC)**

* **Consultative Committee**

UNISON continued to attend the NPCC consultative committee where the NPCC Chair meets with the staff associations and UNISON on a quarterly basis.

* **Officer and Staff Safety Review**

UNISON was consulted on the Officer and Staff Safety Review. In September 2019 we asked for changes to the draft workforce survey to ensure that it properly covered operational police staff roles. In October 2019 we promoted the NPCC workforce survey which asked key questions of police staff in operational roles about their health and safety at work.

* **Police Uplift Senior Advisory Group**

UNISON has continued to attend the NPCC Police Uplift Senior Advisory Group at which the NPCC Chair briefs the police trade unions and staff associations on the work of the Service in delivering on the Police Uplift Campaign.

* + - 1. **Home Office**
* **Comprehensive Spending Review (CSR)**

In August 2020 Police branches were encouraged to send a letter to their Chief Constable and PCC to raise UNISON’s concerns over the potential for an unfavourable CSR over the next three years to lead to police cuts and the loss of police staff jobs.

The National Officer wrote in similar terms to the Home Secretary and the Chairs of the NPCC and APCC.

* **Police Uplift Programme**

UNISON attended the Police Uplift Stakeholder Forum.

UNISON has continued to monitor the Home Office police workforce data to track changes in the police staff workforce. Although there has been a modest recovery of police staff numbers since 2016, PCSO numbers continue to fall with 45% fewer PCSOs in 2020 than there were ten years ago.

* **Police Covenant**

UNISON met with Home Office officials in January 2020 to make the case for the proposals for a Police Covenant to be relevant to police staff as well as officers. We were disappointed that the public consultation on the covenant did not refer adequately to police staff. The outcome of the consultation had not been published at the time of writing.

* **Front Line Review**

Home Office officials leading on the Front Line Review were invited to present at the 2019 Police and Justice Conference. UNISON maintains contact with these officials in relation to the on-going work of the Review.

**1.3.1.4 Offences Against Emergency Workers Act 2018**

In July 2020 UNISON consulted branches on proposals from the Ministry of Justice to increase the maximum tariff for assaulting an emergency worker from 12 to 24 months. In our response to the consultation we supported the proposal with the caveat that an increase in tariff would only be effective if deployed by the courts.

**1.3.1.5 Meetings with Key Stakeholders**

UNISON met with the following key police stakeholders during the year:

* Sarah Jones MP, Shadow Policing Minister - 11 August and 19 November 2020
* Paddy Tipping, Chair, APCC – 9 October 2020
* Martin Hewitt – Chair, NPCC – 15 October 2020
  + 1. **Probation Staff**

**1.3.2.1 Let’s Fix Probation Campaign**

In June 2020, the Ministry of Justice announced that in addition to bringing offender management back into public ownership it would also bring back unpaid work and programmes into the public sector.

All these former CRC privatised services will therefore be run by the NPS from June 2021 under the so-called Unified Model. These developments are a vindication of five years of campaigning by UNISON to end the disastrous privatisation of probation.

* **Referral of UK Government to the International Labour Organisation (ILO)**

UNISON continued to work with our sister unions Napo and GMB/SCOOP to keep up the pressure on the UK Government in respect of our 2013 referral of the UK to the ILO over the breach in the Force Labour Convention caused by the privatisation of unpaid work.

In February 2020 UNISON served FOI requests on the Ministry of Justice to find out whether CRCs were providing unpaid work to private sector organisations in contravention of the Forced Labour Convention. Some responses came back in the affirmative.

Notwithstanding the decision to bring back unpaid work into the public sector in 2021, we still wish to press the ILO for a decision on the UK government’s actions over unpaid work and privatisation.

* **Meetings with Key Stakeholders**

UNISON met with the following key probation stakeholders during the year:

* Lucy Frazer MP, Prisons and Probation Minister:

26 September 2019, 4 February 2020, 1 April 2020, 7 May 2020, 19 May 2020, 1 July 2020

* Richard Burgon MP, Shadow Justice Minister: 30 October 2019
* David Lammy MP, Shadow Justice Secretary: 22 April 2020
  + 1. **Branch and Regional Visits**

The National Officer made the following visits to police and justice branches/UNISON regional events in the last 12 months:

* South Wales Police Branch:

5 November 2019

* South East Region P & J Seminar: 29 November 2019
* Lancashire Police Branch AGM: 25 February 2020
* Merseyside Police Branch AGM: 9 March 2020
* South Yorkshire Police Branch AGM: 10 March 2019
  1. **Objective 4: developing and efficient and effective union**
     1. **Police and Justice Service Group Budget**

The Police and Justice Service Group was allocated £84,800by the NEC to cover the cost of Service Group Executive and national sector committee meetings and the administration of the Service Group at a national level. A further £25,500 was allocated for special projects. However due to the pandemic and the majority of meetings bring held online, only just over 20% of the budget has been used as at October 2020.

**Section 2: Regional Reports**

**Northern Region**

Recruitment remains steady across the sector. Police branches dip and recover in line with police officer intakes and then the subsequent replacement of police staff who become officers. Additional work highlighting the need for UNISON support during the PIM process has resulted in new joiners. All branches cover force inductions and generally achieve over 90% success rate in recruitment at those. Recruitment is more challenging in current circumstances with Covid, but branches are raising their profiles on social media to remain visible and accessible.

Growth in our police staff membership has been 9%, 9.5% and 11% respectively across the 3 branches in the region, taking our total number of police staff members to 1,624.

Membership growth in the CRCs has been largely static at 2%, in comparison with 14% growth in NPS. Our total membership in the region is 132.

The ballot of members in Probation on the Staff Transfer and Protection Agreement is being utilised as a tool for recruitment and organising, with reps and organising staff jointly hosting virtual meetings.

The Cleveland Police private contract for running the Force Control Room is coming to an end and staff are transferring back to the force on 1 October 2020. The contract was not successful, and we are pleased it has come back in-house, but there will be challenges in reintegrating staff and harmonising terms and conditions.

We are challenging a proposal to move away from the PSC pay spine by a Police & Crime Commissioner’s Office and ensuring that a robust equality impact assessment takes place to ensure the proposed JE scheme is suitable for use.

All branches maintain strong links with local BAME, Women’s, LGBT+ and Disability force networks, and have secured forces’ adoption of the TUC Dying to Work Charter. UNISON has been instrumental in pushing for Menopause policies, and forces are progressing these.

Additional facility time was secured for NPS reps to support on Risk Assessments both in NPS and CRCs during the Covid pandemic.

Police branches and the Region have written to MPs asking for their support in lobbying government for increased funding for police staff in the Comprehensive Spending Review.

The branches and region continue to work closely with our Police and Crime Commissioners to raise public awareness of the need to match fund the replacement of police staff, not just officers.

We have a new regional rep elected to the SGE - Roy Collins from Durham Police, who takes over from Keith Malcolm (recently retired) and Mel Elliott.

Branch committees remain strong and have succession planning in place. One has recently secured additional facility time for an Assistant Branch Secretary based on both workload and for mentoring before the current Branch Secretary’s flexible retirement.

**North West Region**

The Police and Justice Service Group in the North West continues to recruit new members at a higher level than last year thanks to the efforts of Branch Activists.

Further recruitment of new members into UNISON is expected during the rest of the calendar year particularly in the Police Sector as a result of the end of vacancy freezes across some Police Forces. Service Group wide opportunities for recruitment and organising continue to be identified and discussed via regular Service Group meetings.

The response to Covid-19 has dominated in 2020 and will likely continue to do so. Branches have worked hard to protect UNISON members, especially our most vulnerable and our disabled colleagues, across the North West Region which has some of the highest rates of infection in the country. Issues with provision of PPE, social distancing, new ways of working including homeworking and ensuring work is Covid secure have been top of the agenda. Police Branches have successfully been able to raise and address these issues through Gold Meetings.

Significant work is continuing in Probation as members in the Community Rehabilitation Companies prepare for the transfer into the NPS or a Dynamic Framework Provider. The Branch have put considerable effort into working with members over their assignments and consulting on the Staff Transfer and Protection Proposals.

Police Branches have continued dealing with issues arising from the implementation of the changes to the Police Staff Council Handbook. The North West Region participated in a successful workshop on these matters which was facilitated by National UNISON Officials.

Police Branches continue to deal with collaboration between Police Forces in the North West Regional Organised Crime Unit (NWROCU) and in Counter Terrorism. A recurring issue for UNISON members is the disparity in pay and other terms and conditions of employment when Police Staff from different Police Forces are working side by side. The introduction of a National Police Staff Pay and Grading Scheme could resolve this.

Restructures and redundancies have continued despite Covid. Thanks to the work of UNISON activists the negative effects are reduced.

Police and Justice Branches have engaged widely with their membership over pay and numerous other local issues.

Police and Crime Commissioner elections in 2020 were postponed and there are crucial elections scheduled in May 2021 across the Region. The Service Group will work with Labour Link to seek to ensure UNISON members’ voices are heard in the election. Disappointingly it continues to be difficult to encourage new members to opt into the Political Fund and this remains an area of concern.

Police Branches have lobbied PCCs, Chief Constables and other local politicians regarding the Comprehensive Spending Review. There is considerable concern that the Police Officer uplift will result in Police Staff redundancies – this will be robustly opposed by all means at our disposal.

The North West Region is reviewing the role of the Service Groups in the Region with a view to widening participation and further developing the role of Service Groups including exploring options on cross Service Group collaboration, joint working, campaigning and sharing best practice.

**South East Region**

The Region has five Police and Justice branches, with total line count membership of 4470 in September 2019. Membership in the Service Group grew by 3% in 2019 with a net increase of 145 and a total of 886 new members joining. All but one branch significantly exceeded their set recruitment rate target. Membership of all branches is continuing to grow during 2020 at an overall rate of 3%.

The regional Service Group Committee was saddened to hear of the passing of former probation representative and Sussex Police and Justice Branch Chair, Nick Downs.

The committee’s annual seminar included workshops on engaging with young members and the effects of the menopause. An update was received from the UNISON National Officer on the future structure of probation service and UNISON’s response to the government’s promised increase in Police Officers. The committee is yet to meet formally during 2020 due to coronavirus restrictions and has corresponded instead through informal webinar forums.

The pandemic has had a massive impact on how employers operate but branches report constructive and inclusive engagement within Police employers and the NPS. This includes positive adaptation to new ways of working, policies and guidance and the offering of practical and emotional support to members.

The NPS worked closely with unions through the coronavirus crisis, for example offering weekly updates through telephone conferences and in relation to safe return to work following lockdown. Change programs in Surrey Police have been temporarily paused and a terms and conditions review delayed in Thames Valley Police.

Kent Police Branch negotiated an additional, automatic carry-over of 10 days annual leave into 2021/2 and 8 days for 2022/3. They also negotiated a new approach to flexitime allowing workers to maintain an increased balance of hours owed (from 16 to 24 hours) for a longer period (28 days to 56 days). This enabled better work-life balance and time management. A proposal for improved overtime arrangements is awaiting approval.

The lockdown has led to many changes in working practices in the NPS, from an increase in home working to the use of video conferencing applications. There has been an increase in staff sickness absence with issues related to anxiety and depression, the exact causes of which are yet to be identified. The NPS did offer a bonus to all staff who were offender-facing through the lockdown and full pay to shielding staff who could not work from home.

Kent Police Branch are actively engaged in seeking the best balance of outcomes for members following the announcement of the closure of Kent Police headquarters and the movement towards working from home and at flexible bases on a permanent basis. A large scale project to transform agile working and home working arrangements across Sussex Police will also take place over the next 3-5 years.

Following inquests in 2019, Surrey Police branch produced force guidance for staff and officers which has now been published internally. The branch is seeking clarity on the implications of the Police Conduct Regulations and is contributing to a national work stream leading on this. They are also in discussion with the local employer to ensure members’ interests are represented.

A change to Sussex Police’s PSD approach to investigations and their use of the PEACE model has proven problematic with members reporting that they feel interrogated like criminals. The branch has contested the unnecessary approach from the employer.

There have been a number of joint Surrey and Sussex Police initiatives which has strengthened the mutually beneficial working bond between the respective branches.

Surrey Police were the first force nationwide to go live with the PCSO Apprenticeship scheme. Overall this has been a positive program though not without its challenges. Sussex Police Branch has been seeking to address issues with the PCSO PEQF as they experienced a noticeable increase in probation review meetings due to workbook completion rates.

Whilst return to the public sector of probation services is broadly welcomed across UNISON, the news of CRC services coming back into the NPS came as disappointing news for Kent, Surrey and Sussex (KSS) CRC as they were market leaders in the private Justice sector. Some staff will wish to remain with the private company as Probation Delivery Partners (Seetec Justice) are tendering for elements of interventions.

Part of the probation restructure process will be the splitting of the NPS South East and East Division into two separate regions, the East of England region and the KSS region.

Membership within Hampshire & IOW CRC received a pay increase following national negotiations with Interserve.

UNISON entered into dispute with KSS CRC (Seetec Justice) following initial imposition of their pay award and this led to a negotiated outcome. The CRC introduced initial pay parity with the NPS however the 2020 NPS pay award puts the CRC behind again, so pay parity will again be sought upon transition.

The negotiated 2020 pay increase came into effect from July for Thames Valley Police staff and ranged from 2.5% to a maximum of 4.5%, depending on where staff are in relation to their pay point. Performance related pay ceased and has been replaced with an honoraria system. TVP potentially need to save £13M over next 3 years so a new efficiency and effectiveness program is due to commence with redundancies likely.

Kent Police introduced a pay award of 2.5% and additional 2 days of annual leave was negotiated, up-rating every police staff members’ allowance on a permanent basis.

From April 2020 a pay increase of 2.5% for all graded staff was negotiated with Surrey Police plus a 3% increase on fixed shift allowance and unsocial hours payments. The deal included an increase in the on-call allowance in line with the PSC for this year; introduction of a minimum 12 week pay protection for base pay and unsocial hours pay for police staff that are medically redeployed and; introduction of two paid antenatal appointments for partners.

**South West Region**

Despite branches losing members in the last police officer intake, new members have joined which has resulted in either maintaining or growing the membership numbers across the region. Covid 19 issues and concerns have also helped to recruit new members into the union.

The regional Probation Branch has also maintained its membership this year.

In November 2019 the regional service group executive had a Trans Awareness training session delivered by Intercom Trust. The group found this training useful and informative and took the learning back to their branches.

All branches have been heavily involved in various bronze, silver and gold meetings around Covid 19. Branches have been key in assisting with local issues brought about due to Covid 19 (such as working from home, redeployment, health and safety issues) whilst also handling “business as usual” issues such as reorganisations and redundancies.

The South West Region has been challenged by the influx of visitors to the region (day trippers and those on “staycation” due to Covid 19). This has been a challenge to police and has created higher workloads in force control rooms etc. Branches have tackled issues that have arisen due to this as and when they arise.

The regional Probation Branch reports there have been many changes over the last few months due to Covid 19, including seeing an increase in offenders not reporting.

The South West Region welcome the changes taking place in probation – with most of the CRC staff being brought back into the National Probation Service.

One of the region’s lead probation reps is heavily involved in the unification process – such as working to align various policies and processes.

All branches have been making use of technology during this challenging time – with meetings and communications now routinely taking place electronically.

Probation branch keep members up to date with a weekly email and this seems to work well.

Attendance at the regional service group stays strong due to recognition of the benefits of sharing best practice through participation.

**West Midlands Region**

Since the end of the 2019 Police & Justice Conference in Southport, the issues facing the Police & Justice branches in the West Midlands, have to a large extent been overshadowed by the Covid 19 outbreak.

The 4 Police Branches in the West Midlands were heavily involved in negotiations around the provision of PPE to staff and ensuring a safe and socially distanced working environment and where possible staff working from home.

Similar discussions took place within the Probation Service, with some staff such as Community Payback Supervisors, being furloughed for part of the year. Concerns around the extent of face to face meetings with service users, were the subject of negotiations. There wasn’t a consistent approach across both CRCs. But UNISON and NAPO worked hard to ensure that any physical meetings were kept to a minimum.

The restrictions caused by the Covid 19 outbreak caused most branch Committee meetings to be moved over to virtual meetings, as were the Regional Police & Justice Meetings. However despite these limitations, the branches continued to function well and to organise and recruit new members across the region.

Aside from Covid 19 matters, other issues continued to be progressed. The disentanglement of the Warwickshire Force and the West Mercia Force form their alliance, continued. This has been more complex because during the life of the alliance, staff were allocated to either Force on the basis of a split, irrespective of where they lived or worked. Warwickshire Police are now entering into discussions with West Midlands Police over a shared service arrangement for the Forensic Service. Other similar arrangements may also follow.

In Staffordshire, the IT service which had been contracted out to Boeing, has now been brought back in-house. The other major issue is that the Force has taken over the Staffordshire Fire and Rescue Service, and the UNISON Police and Local Government Branches have been working well to try to ensure a smooth transition.

Within Probation, the issue that is coming to the fore at then end of 2020, is the impending transfer of the overwhelming majority of the staff from the CRCs back into the public sector and NPS. This will become a major focus of work as the staff from Warwickshire and West Mercia CRC join with the staff of the Staffordshire and West Midlands CRC to be transferred across into part of what was the Midland Division of NPS. This is going to be more complicated because of the de facto merger of corporate functions of both the Staffordshire and West Midlands CRC and the East Midlands Derbyshire, Leicestershire , Nottinghamshire and Rutland CRC, both of whom were run by RRP.

Against this backdrop the issue of pay has continued to be an issue. Police Pay and NPS pay of course is negotiated nationally, but within the CRCs it has been a different and difficult time with little being achieved for our members.

**Yorkshire & Humberside Region**

Branches have met the challenge of recruitment and retention despite Covid-19. Humberside Police Branch distributed hand sanitiser, South Yorkshire Police provided wellbeing packs and met members to discuss how Covid-19 has impacted on them and West Yorkshire Police used a ‘have a cuppa on us’ scheme and telephoned members to check on their welfare and ask them to participate in a ‘recruit a friend’ initiative. North Yorkshire has growing density, representing 80% of police staff. Probation branches have actively been recruiting during what is a difficult and stressful time for probation members, as the staff transfer date for CRC staff approaches in 2021.

All branches helped establish policies to support staff during lockdown including more generous paid dependency leave, working from home policy and special leave policy. In addition, all police branches are undergoing consultation on the recent pay offer. In probation, branches have worked hard to ensure members participated in the Sodexo/Interserve pay ballots, as well as the ballot ahead of the staff transfer to the NPS. Local meetings are being held to explain what the changes mean for individuals and to engage in a wider consultation on policy and procedure, and any changes to measures.

South Yorkshire Police branch has successfully lobbied for a ‘thank you’ pin badge to be issued to all police staff in recognition of work during Covid-19. Humberside Police branch maintains good relations with the Chief Constable and PCC, and recently briefed local MPs on the Comprehensive Spending Review campaign. West Yorkshire Police has mounted a campaign to protect jobs and staff T&Cs which are under threat as part of a large savings review. North Yorkshire Police Branch worked to ensure no compulsory redundancies as part of a staff and services review known as T2020.

In probation, after UNISON’s successful campaign both Offender Management and Interventions are set to transfer in June of 2021 to the National Probation Service. However, there is still a desire to see a return to locally run services and a move away from a prison-centric Civil Service rule. The Indicative Staff Assignment process is underway and all established staff have been assigned to the NPS and the CRC ballot is open currently.

South Yorkshire Police Branch has successfully engaged the employer with a view to increasing UNISON facility time and it is hoped this will be confirmed soon. In Humberside and North Yorkshire Police Branches UNISON continues to be the only recognised union for police staff. West Yorkshire Police branch has invested in CaseWeb and has allocated a tablet to stewards to make casework more streamlined, and has had support from the region to ensure every member is phoned to check their records are up to date. In the NPS, Yorkshire and Humberside has been able to take up the offer of release for stewards to undertake Covid-19 related work, which has proved highly useful.

**Section 3: Action on 2019 Service Group Conference Motions**

This section of the report provides an update to Conference on the action taken since the last Service Group Conference on motions passed at our last conference.

**Motion 1: Shame on YOU, End Low Pay in Probation NOW**

* Deletion of NPS pay band 1 part of joint union pay claim for 2020.

**Motion 2: National Collective Bargaining and Protecting Members’ Terms and Conditions**

* NPS JNC will cover 95% of probation staff from June 2021 following government decision to re-unify most of the service.

**Motion 3: How many bites of the cherry?**

* Action pending

**Motion 4: Independent Office for Police Conduct (IOPC) Investigations**

* Action pending

**Motion 5: Misconduct Interviews**

* PSC Misconduct Guidance for branches in production at time of writing

**Motion 6: Serious Further Offences**

* Action pending.

**Motion 7: Remember Enhanced Voluntary Redundancy (EVR) and Other Broken Promises?**

* CRC to NPS and DFP staff transfer and protections agreement under negotiation, including voluntary redundancy provisions, at the time of writing.

**Motion 8: Away from Home Overnight Allowance**

* PSC Trade Union Side proposals to improve accessibility of the away from home overnight allowance submitted to Employers Side on 7 January 2020.

**Motion 9: Facility Time Shambles**

* UNISON agreement with NPS on facility time on-going
* Project time for covid19 recovery work successfully bid for to increase UNISON capacity

**Motion 10: Maintaining the pressure on sexual harassment**

* UNISON referred back two College of Policing draft procedures on sexual harassment during 2019/20 as part of work on the PAB disciplinary sub-committee.

**Motion 11: Negotiating disability leave policies with Police and Justice Employers**

* Action pending.

**Motion 12: Police and Justice Employers and Workplace Adjustment Passports**

* Action pending

**Motion 13: A Call to End Overly Intrusive Vetting Practices**

* UNISON response to NPCC consultation on Vetting Review sent 18 May 2020, covering the points on non-open source social media disclosure.

**Motion 14: Two Bites at the Misconduct Cherry**

* NPCC response to UNISON challenge on use of information gathered for a policing purpose in misconduct proceedings still outstanding from 2019.

**Motion 15: Organising for Probation Reunification**

* RMS records updated in advance of CRC member ballot on staff transfer and protections agreement
* CRC member bulletins to inform members of the forthcoming transfer process

**Motion 16: Race Religion and Belief a New Strategy**

* Action pending

**Motion 17: Supporting LGBT+ members in police and justice**

* Action pending

**Motion 18: Police forces at Pride Events**

* Action pending

**Motion 19: Time for a Police Staff Mobile App**

* Action pending

**Motion 20: PCCs and Precept Increases 2019**

* Action pending

**Motion 21: Career Progression for Police Staff**

* UNISON attendance at College of Policing PEQF Board Meetings.
* Encouragement for branches/regions to take up places on regional PEQF boards

**Motion 22: Custody – Is It Time for a Detention Officer to Cell Capacity Ratio?**

* Action pending

**Motion 23: Privatisation of Approved Premises**

* UNISON continues to monitor and report underperformance of privatised double waking night cover in approved premises to HMPPS.
* Established good working relationships with approved premises senior management to champion public sector delivery

**Motion 24: Bring All of Probation Back Into Local Democratic Control**

* UNISON ‘Let’s Fix Probation’ Campaign achieved the re-unification and re-nationalisation of 95% of Probation in June 2020.

**Motion 25: No Place for Profiteers in Probation**

* See action for motion 24

**Motion 26: Future Model of Probation**

* See action for motion 24

**Motion 27: Pay Progression and Contractual Entitlement**

* CRC pay deals in 2020 delivered pay progression

**Motion 28: Dealing with the effects of post-traumatic stress**

* Action pending

**Motion 29: Police Force Gender Pay Gaps**

* Gender pay gap data not available for 2020 due to covid19

**Motion 30: The Macpherson Report: Twenty Years On**

* Action pending

**Motion 32: Bring Back All Probation Work into the Public Sector at Local Level**

* See action for motion 24

**Emergency Motion 1: What About Police Staff?**

* UNISON membership of Police Uplift Stakeholder Forum provides opportunity to keep police staff issues on the uplift agenda
* UNISON National Officer wrote to Home Secretary, NPCC Chair and APCC Chair on August 2020 to lobby for protection of funding for police staff jobs in forthcoming three year CSR
* UNISON branches wrote to all Chief Constables and PCCs in July 2020 to ask for support for funding for police staff jobs as part of forthcoming three year CSR
* UNISON National Officer met with Shadow Policing Minister in August 2020 to discuss approaches to defending police funding for police staff

**Emergency Motion 2: New Police Misconduct Regulations and their potential misapplication.**

* PSC Misconduct Guidance still in drafting at the time of writing.

**Section 4: Appendices**

**Appendix A**

**Composition of the Police and Justice Service Group Executive (Nov 2020)**

**Chair: Debi Potter Vice-chair: Mark Trask**

**Police Staff Regional Representatives**

Eastern Mark Trask General Seat

Annie Powell Female Seat

East Midlands Craig Brown General Seat

Lyndsay Smith Female Seat

Northern Roy Collins General Seat

*Vacancy* Female Seat

North West James Tattersall General Seat

Joanne Moorcroft Female Seat

Scotland *Vacancy* General Seat

*Vacancy*  Female Seat

South East *Vacancy* General Seat

Kathy Symonds Female Seat

South West *Vacancy* General Seat

Debi Potter Female Seat

Cymru/Wales Phil Williams General Seat

Joanne Everson Female Seat

West Midlands Jill Harrison General Seat

Alison Sims Female Seat

Yorkshire & Humberside Tony Green General Seat

Emma Schofield Female Seat

**NEC members** Chris Hanrahan General Seat

Maureen Le Marinel Female Seat

**Police Staff Council (Scotland)**

**Sector Committee Chair**  *Vacancy*

**Probation Sector Committee** Neil Richardson General Seat

Lee Middlemass Female Seat

Elisa Vasquez-Walters Female Seat

*Vacancy* Female Seat

**CAFCASS Sector Committee** *Vacancy* General Seat

*Vacancy* Female Seat

**Appendix B**

**Sector Committee Membership**

**Police Staff Council (England & Wales) Sector Committee (November 2020)**

Eastern Mark Trask

Carol Johnson

East Midlands Chris Hanrahan

Vicky Booth

Northern Roy Collins

Enid Gardner

North West Stephanie Bell

Maureen Le Marinel

South East *Vacancy*

Kathy Symonds

South West Cliff Fuller

Debi Potter

Cymru/Wales James Coslett

*Vacancy*

West Midlands Jill Harrison

Rob Birch

Yorkshire/Humberside Tony Green

Emma Schofield

**National Probation Service Sector Committee**

Eastern Frank Radcliffe

*Vacancy*

East Midlands Sarah Jones

*Vacancy*

Greater London Trevor Bernard

Keisha Joseph

Northern Stephen Monsarratt

*Vacancy*

North West Sam Blyth

Steve Buckley

South East Christine Brand

Chris Dunn

South West Wendy Stuart

*Vacancy*

Cymru/Wales Steve Allender

Liz Butler

West Midlands Jenny Martin

Steve Cowley

Yorkshire & Humberside Farzana Naheed

Larry Whyke

**Community Rehabilitation Company Sector Committee**

Eastern Elisa Vasquez-Walters

*Vacancy*

East Midlands Audrey Dinnall

Wayne Lambert

Greater London Rosemary Odogwu

Gary Moses

Northern Lee Middlemass

*Vacancy*

North West Zoe Todd

Phill Taylor

South East Wendy Wheeler

Ian Craig

South West Mavis Palmer

*Vacancy*

Cymru/Wales *Vacancy*

Rob Robbins

West Midlands Donna-Lee Gardner-McLean

Imtiaz Khan

Yorkshire & Humberside *Vacancy*

Neil Richardson

Interserve Rep Steve Timmins

**National CAFCASS Sector Committee**

Michael Brader

Jane Dodds

Penny Forman

Shama Hayat

Toni Mayo

Lyndsay Robertson

Bernard Toland

**Appendix C**

**Representation on Negotiating Bodies**

**Police Staff Council (England & Wales)**

* **Trade Union Side**

Chris Hanrahan

Jill Harrison

Maureen Le Marinel

Debi Potter

Mark Trask

* **Pay & Reward Working Party**

Chris Hanrahan

Debi Potter

**Police Staff Scotland**

* **JNCC Negotiating Committee**

Michelle Brewster

Lucille Inglis

David Malcolm

Donnie Taylor

**National Probation Service Joint Negotiating Committee**

* **Trade Union Side**

Jenny Martin

**National Probation Service TU Engagement Forum**

* **Trade Union Side**

Jenny Martin

Steve Buckley

**National Probation Service Approved Premises Sub-Committee**

Trevor Bernard

Stephen Monsarratt

**National Probation Service Pay and Reward Sub-Committee**

Jenny Martin

**National Probation Service Diversity and Equality Sub-Committee**

Jenny Martin

**Interserve Justice Joint Negotiating and Consultation Committee**

Phill Taylor

Steve Timmins

Pauline Wilkinson

**Sodexo Pan CRC Forum**

Lee Middlemass

Neil Richardson

Zoe Todd

Elisa Vasquez-Walters

**Appendix D**

**Representation by Service Group Executive Members/Staff on Internal Bodies**

**Appointment to: Current representatives and substitutes**

Service Group Liaison Committee Debi Potter / Mark Trask

UNISON National Health & Safety Committee Phil Williams / Jo Everson

UNISON Self-Organised Groups Liaison :

* Black members Jenny Martin
* LGBT members Craig Brown
* Women members Alison Sims
* Disabled members Debi Potter

Rule I Appeals Panel Debi Potter, Mark Trask

**Representation by Police Staff Sector Committee (England & Wales) members/ Staff on External Bodies**

**Appointment to: Current representative/substitute**

**Police Advisory Board** Debi Potter/ Ben Priestley

**IOPC Trade Union and Staff Association**

**Liaison Committee**  Debi Potter

**College of Policing:**

Professional Committee Debi Potter

Members Committee Debi Potter

Representative Committee Ben Priestley

Workforce Transformation Board Ben Priestley

PEQF Board Rob Birch

Diversity, Equality & Inclusion Co-ordination

Committee Debi Potter

College Regulatory Consultative Group Chris Hanrahan

Professional Development & Progression Board Debi Potter / Enid Gardiner

Citizens in Policing Rob Birch

Initial Entry Routes Working Group Rob Birch

**Appointment to: Current representative/substitute**

**National Police Chiefs Council**

National Policing Complaints & Misconduct Group Debi Potter / Tony Green

National Policing Professional Standards & Ethics Debi Potter / Tony Green

Group

Consultative Committee Ben Priestley

National Policing H & S Working Group Enid Gardiner

National Race, Belief and Religion Advisory Group Debi Potter

Finance & Resources Tony Green

National Uniform Specification Group Tony Green

National Police Vetting Working Group Jill Harrison

National Fitness Testing Working Group Mark Trask

Emergency Services Mobile Communications

Programme Rob Birch

Apprenticeships Trailblazer Group Rob Birch

BME Women in Policing *Vacancy*

Gender Working Group Debi Potter

Joint Consultation Committee Debi Potter

**Diversity Support Organisations**

Disabled Police Association Board Debi Potter

National Police LGBT Network *Vacancy*

National Black Police Association Vacancy

British Association for Women in Policing *Vacancy*

**Representation of NPS and CRC Sector Committee members/staff on External Bodies**

NPS Health and Safety Committee Stephen Monsarratt,

Probation Professional Practice Forum *Disbanded*

NPS Discipline & Grievance Review Working Party Stephen Monsarratt

**Appendix E**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Police and Justice SGE Attendance Record 2019-20** | |  |  |  |  | |  |  | | |  |
| 1 = attended  A = apologies received  N/A = not eligible to attend  0 = non attendance/apologies not recorded | | | |  |  | |  |  | | |  |
|  |  |  | | **2019** | | | **2020** | | | | |
| **Members** |  | **Basis of Representation** | | **2 –Oct 19** | | **4 Dec 19** | **19 Feb 20** | | **4**  **Jun**  **20** | **15 Jul 20** | |
| Berry | Chris | East Midlands | | A | | A | A | | A | 1 | |
| Brewster | Michelle | Scotland | | 0 | | 1 | A | | 1 | 1 | |
| Cottam | Helen | CRC Sector Committee | | 1 | | A | 1 | | 1 | 1 | |
| Elliott | Mel | Northern | | 1 | | A | 1 | | 1 | 1 | |
| Everson | Joanne | Cymru/Wales | | 1 | | A | 1 | | 1 | 1 | |
| Green | Tony | Yorkshire & Humberside | | 1 | | 0 | A | | 1 | A | |
| Hanrahan | Chris | NEC Service Group Rep | | A | | A | 1 | | 1 | 1 | |
| Harrison | Jill | West Midlands | | 1 | | A | A | | 1 | 1 | |
| Hayat | Shama | CAFCASS Sector Committee | | N/A | | A | A | | 1 | 1 | |
| Jones | Sophie | South West | | 1 | | A | A | | A | N/A | |
| Le Marinel | Maureen | NEC Service Group Rep | | 1 | | A | A | | 1 | 1 | |
| Livingstone | Drew | Chair, Police Staff Scotland Committee | | 1 | | 1 | 1 | | 1 | A | |
| Malcolm | David | Scotland | | 0 | | 1 | A | | A | 1 | |
| Malcolm | Keith | Northern | | 1 | | A | A | | N/A | N/A | |
| Martin | Jenny | NPS Sector Committee | | 1 | | 1 | 1 | | 1 | 1 | |
| Middlemass | Lee | CRC Sector Committee | | 1 | | 1 | 1 | | 1 | 1 | |
| Moorcroft | Joanne |  | | 1 | | 1 | 1 | | 1 | 1 | |
| Potter | Debi | South West | | 1 | | 1 | 1 | | 1 | 1 | |
| Powell | Annie | Eastern | | 1 | | 1 | 1 | | 1 | 1 | |
| Richardson | Neil | CRC Sector Committee | | 1 | | A | 1 | | 1 | 1 | |
| Smith | Lyndsay | East Midlands | | 1 | | A | 1 | | A | 1 | |
| Stokes | Marie | West Midlands | | 1 | | A | A | | 1 | 1 | |
| Symonds | Kathy | South East | | 1 | | 1 | A | | 1 | 1 | |
| Trask | Mark | Eastern | | 1 | | 1 | 1 | | 1 | 1 | |
| Williams | Phil | Cymru/Wales | | A | | 1 | 1 | | 1 | 1 | |
| Wilkinson | Jane | Yorkshire & Humberside | | 1 | | A | A | | A | A | |

**Appendix F**

**Service Group Meetings / Negotiating Meetings**

**Police & Justice Service Group Executive**

2 October 2019

4 December 2019

19 February 2020

4 June 2020

15 July 2020

16 September 2020

**Police Staff Sector Committee (England & Wales)**

20 November 2019

6 February 2020

2 June 2020

24 July 2020

15 September 2020

**Police Staff Council (England and Wales)**

31 October 2019

5 February 2020

29 April 2020

8 July 2020

28 October 2020

**Police Staff Council (England and Wales) Pay and Reward Working Party**

3 December 2019

7 January 2020

13 March

29 April 2020

22 July 2020

3 September 2020

20 October 2020

**Police Staff Scotland JNCC Negotiating Committee**

21st November 2019

23rd January 2020

10th February 2020

20th February 2020

19th March 2020

5th April 2020

6th May 2020

11th June 2020

9th July 2020

6th August 2020

**National Probation Service Sector Committee**

30 November 2019

27 February 2020

21 July 2020

**National Probation Service Joint Negotiating Committee**

6 November 2019

22 January 2020

1 April 2020

24 June 2020

30 September 2020

9 December 2020

**Community Rehabilitation Company Sector Committee**

6 November 2019

30 January 2020

29 July 2020

3 September 2020

**Appendix G**

**Service Group Circulars – October 2019- October 2020**

Over this period, the Service Group sent out numerous formal communications to branches, regions and activists. Here is the full list of what was sent out, plus a list of Service Group press releases.

**UNISON Police Staff Circulars**

**Circular No. Title Date Sent**

POL/13/2019 Police Force Gender Pay Gap Data 2019 22 Nov 19

POL/01/2020 Police Staff Council Pay Claim 26 Feb 20

POL/02/2020 Police Staff Covid-19 Survey Results 5 June 20

POL/03/2020 CSR Campaign 2020 24 Aug 20

POL/04/2020 Police Staff Numbers 24 Aug 20

POL/05/2020 PSC Pay Consultation 21 Sep 20

**Police Staff Council Trade Union Side Circulars Date Sent**

PSC TU05-19 – Employers Improve 2019 Pay Offer 27 Aug 19

PSC TU01-20 – Vote on Final Pay Offer 21 Sep 20

PSC TU02-20 – Pay Offer Accepted 20 Oct 20

**Police Staff Council Joint Circulars Date Sent**

PSC Joint Circular 103 – Pay Awards 2019 30 Oct 19

PSC Joint Circular 104 – Political Restriction 20 Nov 19

PSC Joint Circular 105 – Guidance on Misconduct Procedures 20 Nov 19

PSC Joint Circular 106 – TUC’s ‘Dying to Work’ Charter 16 Dec 19

PSC Joint Circular 107 – Police Integrity Reforms 07 Feb 20

PSC Joint Circular 108 – Mileage Allowance 24 Jun 20

PSC Joint Circular 109 – Covid-19 Deaths in the Course of Employment

PSC Joint Circular 110 – Working and Pay Arrangements Boxing Day 21 Aug 20

PSC Joint Circular 111 – PSC Handbook FAQ

PSC Joint Circular 112 – Pay Award 2020

PSC Joint Circular 113 – Contamination Elimination Database

**Police Staff Bulletins Date Sent**

Police Staff Bulletin – Police Covenant Feb 20

Police /staff Pay Bulletin 21 Sep 20

**UNISON Probation Bulletins**

**Title Date Sent**

NPS Update – November 2019 5 Nov 19

NPS Update – December 2019 17 Dec 19

NPS Update – January 2020 20 Jan 20

NPS Update March 2020 12 Mar 20

NPS Update – Covid-19 Bulletin #1 23 Mar 20

**UNISON Probation Bulletins**

**Title Date Sent**

NPS Update – Covid-19 Bulletin #2 7 Apr 20

CRC Update – Covid-19 Bulletin 22 Apr 20

NPS Update – Covid-19 Bulletin #3 29 Apr 20

NPS Update – Covid-19 Bulletin #4 18 May 20

Probation News – Covid-19 Survey of Probation members 29 May 20

Probation News – Final Curtain for TR, Time to Rebuild Probation 11 Jun 20

NPS Update – Covid-19 Bulletin #5 26 Jun 20

NPS Update – Ex-KSSCRC Staff Wales Bulletin 2 July 20

CRC News – Transfer to NPS 20 Aug 20

CRC News – Staff Transfer & Protections Consultation 10 Sep 20

CRC News – Vote in Staff Transfer and Protections Ballot 23 Sep 20

CRC News – Staff Transfer and Protections Ballot Result 05 Oct 20

NPS Update – Pay Talks Continue 14 Oct 20

Probation News – Covid-19 Survey Results 14 Oct 20

**UNISON/Napo Joint T U Circulars/Letters**

**Circular No. Title**

JTU28-19 Staff Transfer Talks Stall 10 Oct 19

JTU29-19 Staff Transfer Talks Ongoing 01 Nov 19

JTU04-20 Letter to Lucy Fraser, Prisons and Probation Minister 22 Jan 20

JTU05-20 Branch Briefing E3 Pay Protection 27 Feb 20

JTU06-20 Members Bulletin Pay Protection 27 Feb 20

JTU07-20 Advice and Model Email – Pay Protection 27 Feb 20

JTU10-20 NPS Pay Claim 2020-21 12 Mar 20

JTU11-20 NPS Increments 16 Mar 20

JTU12-20 Sodexo Pay Ballot Result 01 May 20

JTU15-20 Black/BAME Probation Staff C-19 Statement 21 May 20

JTU16-20 Advice to CRC Members on UPW Recovery Plans 27 May 20

JTU18-20 Joint Union Statement on Covid-19 16 July 20

JTU22-20 Joint Union Ballot Result 06 Oct 20

JTU23-20 NPS Pay Bulletin 09 Oct 20

**UNISON e-communications**

**E-comm Title Date Sent**

|  |  |  |
| --- | --- | --- |
| **2019**  E60-2019 | Probation Staff Transfer Negotiations Stall | 16.10.2019 |
| E61-2019 | Police Staff Council Pay Award 2019 | 30.10.2019 |
| E62-2019 | JTU 29/2019 CRC to NPS Staff Transfer | 01.11.2019 |
| E63-2019 | 2019 Police & Justice Service Group Conference Decisions | 01.11.2019 |
| E64-2019 | HMPPS Non-Operational Resources Review | 07.11.2019 |
| E65-2019 | CRC/NPS Cross Representation | 13.11.2019 |
| E66-2019 | NEC Report | 14.11.2019 |
| E67-2019 | PSC Circulars 104 & 105 | 20.11.2019 |
| E68-2019 | PSC JE Survey follow up | 3.12.2019 |
| E69-2019 | No change to PSC pay anniversary date | 05.12.2019 |
| E70-2019 | PSC Joint Circular 106 | 16.12.2019 |
| **2020** |  |  |
| E01-2020 | NEC Report | 02.01.2020 |
| E02-2020 | PEQF Update | 10.01.2020 |
| E03-2020 | College Aspire Action Set Facilitator Training | 13.01.2020 |
| E04-2020 | CRC FOI Requests: UPW | 23.01.2020 |
| E05 -2020 | Pensions Briefing - McCloud Judgement | 30.01.2020 |
| E06 - 2020 | PSC Joint Circular 107 Misconduct | 07.02.2020 |
| E07 - 2020 | NPCC coronavirus regulations | 12.02.2020 |
| E08 - 2020 | HMPPS coronavirus guidance | 12.02.2020 |
| E09 - 2020 | Police Covenant Consultation | 26.02.2020 |
| E10-2020 | Living Wage and PSC Pay Rates Advice | 11.03.2020 |
| E11-2020 | TVP Briefing on Trial | 16.03.2020 |
| E12-2020 | NPS AL| buy back advice | 22.06.2020 |
| E13 - 2020 | Amy Rees Letter Covid 19 recovery | 22.06.2020 |
| E14 - 2020 | NPCC Quarantine Guidance for forces | 22.06.2020 |
| E15 - 2020 | NPCC AL Carry Forward Covid19 | 22.06.2020 |
| E16 - 2020 | NPS suspension of performance management | 22.06.2020 |
| E17 - 2020 | NPS AL Buy Back Member bulletin | 23.06.2020 |
| E18 - 2020 | DCC Cooke Letter re. Pride | 26.06.2020 |
| E19 - 2020 | Assaults on Emergency Workers Consultation | 23.07.2020 |
| E20 - 2020 | CSR Model Letters Chiefs and PCCs | 29.07.2020 |
| E21 - 2020 | Police Staff Council Pay Negotiations Update | 03.08.2020 |
| E22 - 2020 | Justice Select Committee Inquiry Member Survey | 31.07.2020 |
| E23 -2020 | Home Office Review of PCCs 2020 | 05.08.2020 |
| E24 - 2020 | Branch Survey of Scientific Services Salaries | 16.08.2020 |
| E25 - 2020 | NPCC Race and Policing Action Plan Update | 10.08.2020 |
| E26 - 2020 | Wiltshire Info Request Working from Home Policies | 10.08.2020 |
| E27 - 2020 | PSC Joint Circular 110 Boxing Day Working 2020 | 21.08.2020 |
| E28 - 2020 | NPCC Officer and Staff Safety Review Launch | 02.09.2020 |

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| --- | --- | --- |
| **E-Comm** | **Title** | **Date Sent** |
| E29 - 2020 | LSE Working Patterns and Covid Survey | 09.09.2020 |
| E30 -2020 | CRC Transfer Powerpoint | 23.09.2020 |
| E31 - 2020 | CRC Staff Transfer and Protections Agreement Accepted, | 06.10.2020 |
| E32 - 2020 | Press Release: PCSOs and Covid | 20.10.2020 |

**APPENDIX H**

**Service Group Staff**

* **National**

Ben Priestley National Officer

Dave Bryant Assistant National Officer

Helen Raymond Committee Administrator

* **Regional Heads of Police & Justice**

Eastern Paul Farley/Jeff Keighley

East Midlands Rachel Hancorn

Northern Helen Metcalf

North West James Rupa

Scotland Gerry Crawley

South East James Smith

South West Jayne Jackson

Cymru/Wales Simon Dunn

West Midlands Charlie Sarell

Yorkshire & Rachel Hodson/Jordan Stapleton

Humberside