**CRC Transfer Bulletin #1 21 October 2019**

**PROBATION PROGRAMME: STAFF TRANSFERS**

**MAKE SURE YOU CAN VOTE ON YOUR FUTURE PAY AND CONDITIONS**

**UPDATE YOUR UNISON MEMBERSHIP RECORD NOW!**

**Introduction**

Members will be aware that on 16 May 2019 the Ministry of Justice announced that it would be terminating the Community Rehabilitation Company contracts early, transferring all offender management work from the CRCs to the NPS, and re-tendering unpaid work, interventions, rehabilitation and resettlement to the private and voluntary sectors.

**Time table**

* The transfer of offender management work will begin with the transfer of Wales CRC offender management staff to NPS Wales on 1 December 2019.

* In England, the transfer of offender management staff to the NPS will take place in the spring of 2021.
* In both England and Wales, the transfer of CRC staff in unpaid work, interventions, rehabilitation and resettlement to new private sector providers will take also take place in the spring of 2021.

**Vote on Your Future Pay and Conditions**

UNISON is making preparations to ballot all members working for the Community Rehabilitation Companies (CRCs), and associated parent companies, on proposals for your terms and conditions when you eventually transfer to one of these new employers. UNISON is still negotiating these proposals with HMPPS.

As you will be aware, negotiations over the transfer arrangements have stalled, so we don’t know when the ballot of members will take place, but we want to be ready to issue voting papers when we need to.

This ballot is very important. It will determine your future job security and your future pay and conditions. If the proposals are accepted by a majority of trade union members they will be contractually binding on both staff and the new employers.

**Electronic Ballot**

UNISON will be conducting our CRC member ballot electronically. This means that you will be given the opportunity to vote online. **We will not be issuing paper voting forms.**

For this reason it is vital that UNISON has a preferred email address and mobile number for you so that we can send you the electronic voting materials and ballot paper.

***Please ensure that your UNISON membership record is up to date, including your preferred email address and mobile number by visiting:*** [***https://www.unison.org.uk/my-unison/***](https://www.unison.org.uk/my-unison/)

***Please update your records as soon as possible to help us to get your ballot paper and materials to you when we hold the vote.***

**Join UNISON**

If you are not already a member of a trade union in the CRCs, you are strongly advised to join UNISON to participate in the ballot. Only trade union members can vote in the ballot.