

CHIEF INSPECTOR'S ANNUAL REPORT

THE FINAL NAIL IN TR COFFIN

Hot on the heels of the devastating criticisms of TR in the National Audit Office Report published on 1 March, the Annual Report by Her Majesty's Chief Inspector of Probation published on 28 March bangs the final nail into the coffin of Transforming Rehabilitation.

Chief Inspector Dame Glenys Stacey does not mince her words when she says:

'The probation model delivered by Transforming Rehabilitation is irredeemably flawed. Above all, it has proved well-nigh impossible to reduce probation to a set of contractual requirements. Professional probation work is so much more than simply a series of transactions, and when treated in that way is distorted and diminished.'

The Chief Inspector goes on to highlight that, across both the NPS and the CRCs:

- the number of probation staff has dropped to a critical level with a national shortage, particularly of probation officers
- the profession of probation has been downgraded
- learning and development arrangements for probation are not working
- high workloads and performance targets have led to professional standards being

compromised

- probation has lost its professional leadership
- probation premises are dated, shabby and in some cases not secure
- the ICT interconnectivity between NPS and the CRS promised by the MOJ has failed to materialise
- there is no national strategy for the sufficient provision of local specialist services
- there is no coherent national workforce strategy
- there is no coherent national estates strategy

Dame Glenys also states that:

'The usual public sector governance, accountability and transparency expectations do not apply in full to the probation service. I argue that they should, to meet public expectations. Without them, public confidence is undermined.'

What the Chief Inspector makes clear is that the problems of TR are systemic and not limited to the CRCs. The split in probation she points out requires: *'...constant management attention across boundaries that are not always aligned.'*

WHAT NEXT?

Following the National Audit Office Report and the Chief Inspector's Annual Report it is very difficult to see that there is any life left in the TR model. Ministers have yet to respond to the consultation it carried out last year into its proposals to re-let the CRC contracts in 2020, so there is still time for them to reflect on the devastating criticisms

in the two reports.

UNISON believes that the plans to re-let the CRC contracts are now totally lacking in any credibility. We are calling on the Justice Secretary to do the right thing and to bring all probation services back into the public sector in a re-unified and locally run service.

PROBATION ALLIANCE MEMBERS AGREE PRINCIPLES TO RESCUE PROBATION

As you are aware from previous communications, UNISON is working with a group of probation stakeholders to agree a set of common principles which we can all agree for the reconstruction of probation following the disaster of Transforming Rehabilitation.

You can find the latest information on these principles on the Probation Institute website here: <http://probation-institute.org/wp-content/uploads/2019/03/Probation-Alliance-Position-Statement-Final-270319.docx>

JOIN UNISON

In whatever way the government responds to the Chief Inspector's Annual Report and the National Audit Office Report, there is going to be on-going change for all those who work in probation. At a time like this you need a strong union to speak up for you in the workplace. If you are not already in a trade union, join UNISON now to protect your job and help us to campaign for a better future for probation and for all those who work in it.

CALL FREE ON 0800 171 2193 OR VISIT WWW.JOINUNISON.ORG

Reasons to join UNISON

EVERY member receives our full range of benefits and services, including



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for you at work and
your family at home



Financial assistance
and debt advice in
times of need



Helpline
open until midnight
on weekdays and
4pm on Saturday



Accident and injury compensation
for you and your
family



Exclusive member discounts
including money off
cars and holidays

