



NPS UPDATE

Bringing you the latest updates about UNISON's work on behalf of members in the National Probation Service

THE END OF TR

On 1 March 2019, the National Audit Office (NAO) published a devastating critique of the failings of TR. UNISON believes that the NAO report is a game changer and puts real pressure on the MoJ to step back from its plans to re-let the CRC contracts at the end of next year.

The NAO has asked the MoJ to pause its plans and to consider whether it is feasible to continue with the failed privatisation model.

The three Working Links CRCs collapsed into insolvency in February and this month they were followed by Interserve plc which ran 5 CRCs.

Nearly half of the CRCs are now in some sort of administration. It really could not get much worse. UNISON continues to campaign for all probation work to be re-unified in new Local Probation Services, run and managed at local level and not by HMPPS.



E3 NEW JOB DESCRIPTIONS: REVIEW

UNISON has formally requested that the NPS undertake job evaluation reviews of the following new jobs which were created under E3 and which have to be reviewed after staff have worked for 6 months following the introduction of the new job descriptions:

- AP Residential Workers: current pay band 2
- Business Managers: current pay band 4
- Enforcement Officers: current pay band 3
- Victim Liaison Officers: current pay band 3
- Visor (LPC) Admins: current pay band 2

We will send out more information as soon as the NPS has responded with the arrangements and timetable for the reviews.

These will take some time to complete and we do not want to raise expectations at this early stage about the outcome of the reviews, or how quickly they will take place.

UNISON is committed to ensuring that due process is followed and genuine reviews take place according to the agreed procedures.

If you believe that your role has changed post E3, or that your E3 job description never did properly reflect your duties, please get in touch with your local UNISON representative to discuss the possibility of your role being added to the list for review.

2019 PAY AWARD

Members will be aware that the second year of the two year NPS pay modernisation deal comes into effect on 1 April 2019. Staff who are not already at the top of their pay band are entitled to:

- Automatically move to the next highest pay point on their pay band
- If the move to the next highest pay point is worth less than a 3% pay rise, there will be a top up payment to ensure that all staff get at least a 3% pay award for 2019.

Staff who are at the top of their pay band will receive a 2% pay increase and a 1% top-up payment.

UNISON hopes that SSCL can get implementation right this time round. The expectation is that April salaries will reflect the provisions

for year 2 of the pay award as set out above.

Members will be aware that from 2021 to move up the pay scale will depend on staff hitting competency targets. This was part of the pay deal which members voted to accept last year. The Competency Based Framework (CBF), on which pay progression will be based, is meant to be designed by September this year, but the NPS has yet to bring forward any proposals. The NPS has confirmed that it will consult the unions on the CBF, but reserve the right to introduce what they want if they cannot reach agreement with us. UNISON believes that it is vital that we do reach agreement with the NPS on this very important subject which will have a big impact on members' pay going forward after 2021.





AP OVERTIME

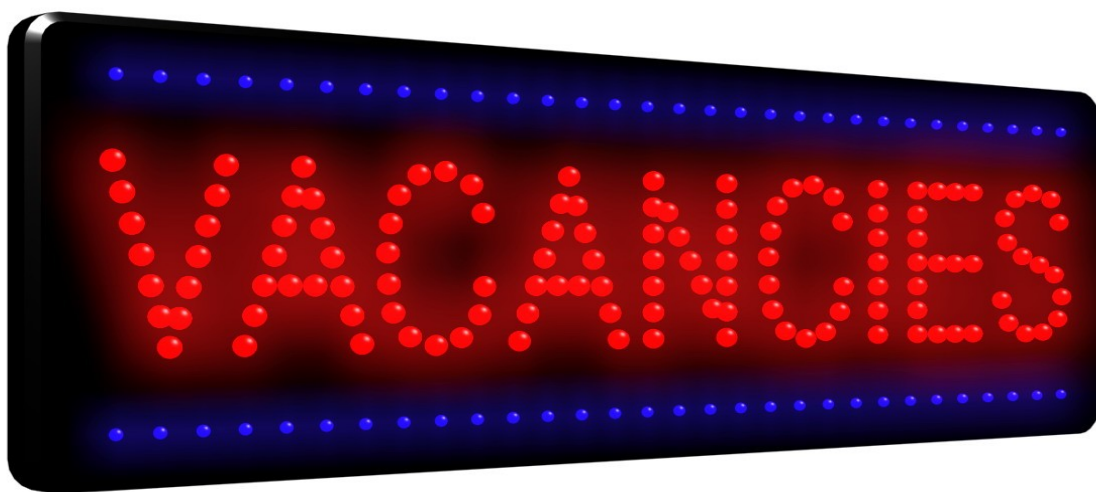
Band 2 AP staff who work overtime, should be paid at overtime rates (time and a half Monday to Saturday and double time on Sunday/Bank Holidays) not at sessional worker rates. If you are working overtime in approved premises please speak to your UNISON representative about ensuring that you are being paid at the appropriate rate.

AP NATIONAL WORKING PARTY

Following pressure from UNISON, the NPS has agreed to set up a separate national working party to try to resolve the many problems which are happening in approved premises, including the controversial E3 AP rota, health and safety issues, the failing private double waking night cover contracts, pay issues and more. The NPS has relented to pressure to review the AP rota and terms of reference will be agreed shortly to this end and it is hoped that the first meeting will take place in April.

NPS STAFFING SHORTAGES

The NPS relies on over 1,000 agency workers to deliver services. This was picked up in the recent National Audit Office report on Transforming Rehabilitation which noted the severe staffing shortages which the NPS has in pay bands 2, 3 and 4, especially across the North West, South West and North East. The failed E3 AP rota has been one of the main contributors to the staffing crisis, with many AP staff simply unable to work the hours proposed.



JOIN UNISON

The NPS remains a difficult and demanding place to work for many staff.

Many of the E3 initiatives have not worked and are in need of review. UNISON is campaigning for better working conditions for NPS staff. If you are not already a trade union member in the NPS, join UNISON now to protect your job and add your voice to our 'Let's Fix Probation' campaign.

DON'T LOSE SLEEP OVER YOUR JOB SECURITY. OUR HELPLINE STAYS OPEN UNTIL MIDNIGHT.



Join UNISON now.
Call free on **0800 171 2193** or visit joinunison.org

Reasons to join UNISON

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



Legal help
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

