

Police & Justice

The magazine for all UNISON members working in
Police and Justice



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- Cafcass convoy to Barca



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Published and printed by UNISON,
130 Euston Road
London NW1 2YA.
CU/May 2013/21504/2981/
UNP ref 13020.

The views expressed in Police & Justice are those of the individual authors, and do not necessarily reflect UNISON policy.

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Editorial



College of Policing

Four or five years ago – that is, before Northern Rock, Lehman Brothers and Osborne – workforce modernisation was one of the most progressive developments in contemporary policing.

Strategic management and the Home Office increasingly accepted that a warrant was unnecessary for a great many complex and demanding police tasks. There was a series of pilots underway with the prospect of a wider roll-out. *Police Profile*, *Police and Justice*'s predecessor publication covered this extensively. It carried an interview with former Surrey chief constable Bob Quick, a leading advocate of modernisation and it depicted examples in the force.

The mixed volume crime investigation team was a showpiece. It not only opened the work to non-police officers but created an efficient process which made sure cases weren't neglected because they were 'owned' by a single officer.

In the last three years this healthy development has either been pushed back or sidelined. Contractual rules have meant police officers moving back into staff roles because the post-holders have been made redundant. And there has been little appetite for experimentation during a period of huge financial stress.

Hopefully, this trend may be turned round through the development of the College of Policing, which has recently gone live. The successor to the National Police Improvement Agency, it will take a more pro-active approach aiming for consistent training throughout England and Wales. The new CEO, Alex Marshall, interviewed on page 4, has talked about a Royal College of Policing being established, eventually.

If this happened it would greatly enhance the professional profile of policing, further blurring the distinction between staff and officers. Mr Marshall is a keen supporter of UNISON's involvement and of police staff advancement. Amid all the counter-productive cut backs this is one area where rational, future planning can be seen. That's a reason to be glad.

The still-existent enthusiasm of staff in many areas of criminal justice is another one. On page 6 there is a story about staff in approved premises. They are working with the targets of tabloid vilification – offenders with a record of violence and sexual crimes. But these staff with very few resources, are key to ensuring that future disastrous offending involving huge costs does not occur.

They do so with passion, imagination and commitment. Their hard work should be fully recognised and applauded.

The Corrie convoy to Barcelona

Valerie Cannon joined Cafcass a decade ago but she has never lost her sense of humour. And she is well up for some charity fundraising.

Valerie, an enhanced family court adviser was roped into a 'banger rally' by St Austell Round Table in Cornwall. The challenge was simple – buy a car for £400, hereinafter referred to as the 'banger', and drive it to Barcelona, in convoy, in fancy dress.

Well, yes, you would need a sense of humour. But there were plenty of car engine-savvy companions in the convoy to make sure the show stayed on the road. Stopovers at camp sites included Bordeaux and the Pyrenees. Barcelona was life enhancing, adds Valerie: 'There was such lovely camaraderie.'

She confesses to a life long obsession with *Coronation Street* character Bette Lynch. So, with her travelling companion, she dressed up in the full leopard skin works, hair style and ciggie holder.

'It was hilarious', she acknowledges.

But, on the serious side, after all expenses they cleared £1,000 for MacMillan Nurses and Bosom Buddies, a charity which works with teenagers experiencing the trauma of breast cancer.

It is not a surprise to learn that Valerie is a committed fundraiser with the half marathon her weapon of choice. She has supported a range of projects including raising £400 for a women's refuge in Truro and she always emphasises the 'fun' in fundraising.



Best value fear in Scotland

Scotland's new police service will fall significantly behind England and Wales in best

practice for modern policing and fail its 'best value' duty, as a unified Scottish force starts operating.

UNISON issued this warning in a new report which showed police staff numbers in Scotland falling by 11 per cent with more job losses predicted – while police officer numbers are steady.

The report highlights the benefits of a modern balanced police team but Scotland is now cutting staff and using officers to 'backfill' posts at great cost.

At present police staff are nearly a quarter of all police personnel but predicted cuts in moving to a national police service could reduce that to 18 per cent, compared to around 34 per cent in England and Wales.

George McIrvine, secretary of UNISON police staff in Scotland, said: 'We welcome this report in showing how important it is that the new force gets it right on police staff. They are getting it very wrong just now and could fail their best value duty without a change of direction.'



Future scoping

UNISON recently hosted an information day on the new College of Policing. Its head, Alex Marshall, (right) talked to *Police and Justice* about the future

'I hope people who came learned what the early priorities of the College are and how continuous professional development might operate within their career,' says Alex Marshall.

He believes there has been inconsistency in the past: 'There are whole groups of staff and officers who have not had good training. Police staff should be given the opportunity to raise their skills and keep up to date with changes in legislation and guidance.

And he would like to raise the prestige of the College by becoming a 'Royal College' like the medical and nursing colleges.

'That's my ambition', he says while acknowledging the need for the Queen's approval and other complex processes.

He has a clear vision of the future for someone joining the police service in their 20s: 'They could be there for 40 years, it's a long career. Staff will have the ability to switch roles and to work with less supervision.'

Roll back five years and many police staff were already pioneering this kind of innovation through workforce modernisation schemes. This has been overshadowed by the economic crisis and cuts but Mr Marshall, while acknowledging 'hard times', sees this trend continuing, despite slowing in recent years.

'There will be mixed teams in many areas of policing. We have had police staff investigators, including serious investigations and forensics are done by police staff. It is important that everyone on a mixed team knows they are working with colleagues and to the same standards.'

And he adds: 'I wouldn't rule out a licence to practice', though he stresses this is distinct from a warrant.

Police community support officers are a key area of development for UNISON with only limited opportunities for career development such as South Yorkshire. Can the future College do something about this?

'I can see skills development but a career structure is up to individual forces. We would work with forces who wanted



Personal accounts: Staff and officers can access courses at local levels

a new layer (of PCSOs). But it is not for us to say they should have it.'

Winsor has proposed linking pay scales with competencies.

'If we are going to test if someone has reached a certain threshold it will be the College working with UNISON, the Federation and other bodies to establish the test. But there is no link to pay.'

He stresses that he wants UNISON with other professional bodies, involved in the design of future training.

UNISON national officer for police Ben Priestley commented: 'The College represents an important way ahead for both the police service and the thousands of staff who work for it in England and Wales.

'Enhancing the professional development of staff will improve the quality of policing and build public confidence. This argument has been won and we simply need to ensure that improvements roll out consistently.'

Caryl Nobbs, chair of the police and justice service executive said: 'We must draw members' attention to the need to get involved at local level. Staff should know about that. I hope the event in April deepened understanding. This is a new way of learning for the police – it's not just for senior officers. The central funding only lasts for two years and if people have to pay a membership fee after that they will want to know what they are getting for it.'

Creating the college

Representatives from UNISON, the Police Federation, the Superintendents' Association and ACPO worked with the Home Office to create the College of Policing to ensure that it represents police service desires and aspirations.

The College will set standards for the police service on training, development, skills and qualifications and help the service implement these standards. It will draw on the legacy of the National Policing Improvement Agency, from which it has taken over a number of functions and services.

It's objectives are to:

- protect the public interest
- set first-class national standards of professionalism to ensure excellence in operational policing
- identify evidence of what works in policing and share best practice
- support the professional development of police officers and staff
- enable staff and partners to work together to achieve a shared purpose.

Alex Marshall made a Youtube video to get his message across – you can see it at <http://www.youtube.com/watch?v=XSZDVXVP2GM&NR=1&feature=endscreen>

Details of e-learning resources are available at www.college.police.uk/en/5240.htm



The College states:

Staff and officers can access college courses at local levels. They will have their own personal accounts and can complete all the e-learning except the relatively small amount which is reserved for delegates on charged-for courses.

A very significant proportion of the e-learning is suitable for police staff particularly those in roles such as call handling, PCSOs and crime scene management. But a certain amount is also suitable for those staff in largely administrative roles.

All police forces across the UK have their own domain on the National Centre for Applied

Learning Technologies (NCALT) through which they can also deliver locally developed e-learning, or use NCALT Live as a local virtual classroom.

Forces will deliver local training that the College has developed centrally and some of this is also suitable for police staff roles. It is a matter for forces to determine their audiences. The College delivers some training centrally which includes police staff in operational roles such as intelligence, forensics, surveillance.

It frequently draws on the expertise of police staff as consultees and members of reference groups in developing the curriculum and learning programmes and courses.

Positive and committed

Some of the most valuable work is invisible. Probation staff in approved premises told Laurence Pollock why they do it



Even by the standards of the 24/7 lifestyle of criminal justice professionals it's a peculiar shift system. It includes an 11-hour day at weekends, 'normal' office hours some mid-weeks and nine-hour afternoons. Then of course there are 'waking nights' and 'sleeping nights'.

That's life working in approved premises. Mike arrived about a year ago after several years elsewhere in probation. He is committed and wanted to work in an area he hadn't experienced.

Despite the challenges – or maybe because of them he is positive: 'Approved premises are almost the purest model of probation. It is the nearest to what I expected to do when I joined the probation service.'

This view from insiders, like Mike and Jayne (not their real names), contrasts starkly with harsh tabloid newspaper demands for indefinite imprisonment of violent and sexual offenders. Mike is philosophical: 'It's the long pockets of criticism and the short pockets of praise'.

One of Mike's goals is to normalise life as much as possible for those who live on site for three to six months. Experience as a former health and safety rep has been useful and he adds: 'UNISON training greatly empowers you and enhances your engagement with management.'

It is the nearest to what I expected to do when I joined

Mike worked to develop risk assessments and put control measures in place that would allow appropriate trips beyond the premises to prepare residents for life beyond close supervision. They are working towards a board that will authorise them to live in the community, probably in social housing. Mike's aim is to help them build techniques that counter boredom – the most likely cause of re-offending.

'If you are a long term thinker, it is well worth the pennies we spend to avoid future damage.'

Many of those living on site have mental health issues and staff must ensure that vital medication is taken. At the same time the premises must be regularly searched for drugs and alcohol, including so-called legal highs like mamba.

There are risks working with the clientele, offset by pagers and alarms. But work requires regular engagement, gardening, games nights, table tennis and vehicle repair and maintenance.

This is the lower risk probation work that is currently being proposed for outsourcing. Mike recalls the previous experience of outsourcing – the 'waking nights' shifts. This was eventually taken back in house.

'They got their sums wrong and didn't realise how expensive it was', he remarks.

'There is no slack in the system. I can't see how a private company thinks you can be accountable for justice and make a profit – apart from less people doing more work.'

It is vital work carried out by committed public servants.

The government is proposing privatisation for low and medium risk but Mike comments: 'All our serious incidents arise from lower risk offenders.'

That's something that ministers should think long and hard about.

The buzz

Jayne gets a buzz watching someone grow as a person and change the way they think.

'A lot of them have had no love in their lives, they use alcohol and drugs and they associate with like-minded people with pro-criminal and anti-social attitudes,' she comments. 'But you can change lives.'

Jayne has many positive experiences of residents who have benefited permanently from their stay.

'They ring you up or visit to tell you they are working, in a relationship and they have got a house.'

'We do work with high-risk offenders and a lot of it is domestic violence. We work on their denial, minimisation and blaming. Some of them then go on the Integrated Domestic Abuse Programme (IDAP) to look at their attitudes towards women.'

Jayne believes that if you take the attitude you do not like someone then you will never change them. For a strong woman committed to equalities that's a big ask. But she responds because otherwise, she says, 'You are not helping future victims'.

She has been in approved premises for 19 years – partly because the hours fitted round having children. Her outlook is deeply empathetic, while being realistic and aware of risks. But she does not flinch from what some of offenders do – 'You have to read what they have done to their partners like trying to strangle a woman in front of their children.'

And she has had bitter disappointments: 'There was one lad who had been in prison for domestic violence. He was really damaged but we worked well together and he went on IDAP. The offender manager did a lot to keep him motivated but then he assaulted his partner again and he is back in prison.'

'He told me that he loved violence and couldn't bear being normal. He took amphetamines, which made him confident but also aggressive.'

'We are not mental health nurses', Jayne concedes.

Probation Service Workforce Information Summary Report

Figures released by the National Offender Management Service in February show a 10 per cent fall in the total probation workforce over the previous 12 months. UNISON states: 'Communities across England and Wales will not be reassured by this cut in staffing, which is the direct result of Government cuts to probation budgets and privatisation. Probation workers supervise some of the most dangerous offenders released from prison and also carry out vital work supporting victims of crime, so these cuts potentially put communities at risk. UNISON is campaigning for a properly funded, publicly-run Probation Service to protect communities.'

Getting results

Derbyshire's chief constable Mick Creedon told *Police and Justice* how the Force does a great job without being sucked into outsourcing

Derbyshire is a small force with a great record.

There are 41,000 fewer victims since 2003. The Force's *Have Your Say* community engagement programmes made 10,000 direct and indirect contacts with the public over the last three years.

Last year, 86 per cent felt 'safe or very safe', more than three quarters felt 'very' or 'fairly satisfied' with how police dealt with crime and antisocial behaviour in their area, and three quarters felt the police were doing an excellent or a good job.

So how do they do it? Clearly not by following the crowd,

according to Chief Constable Mick Creedon. He has been wary of some of the fashions – especially outsourcing.

'I watched this rush to outsourcing at Lincolnshire, Cleveland and West Midlands and I thought "I'm not sure about it". I didn't see me, or my force, being an early adopter.

'I would never say never but I do have my concerns.'

There has been an increasing trend for some chief constables and newly elected PCCs to question the real financial savings of outsourcing – and the effect on staff of privatisation.

Mr Creedon was open about how the pressures operate.

He adds: 'I have attended conferences where former police minister Nick Herbert extolled the role of the private sector but I have never felt under any pressure from the Home Office. I think their approach is to avoid being prescriptive. The HMIC advice is that you demonstrate best value for money and configure your force.'

He has simply thought it through for himself and begged to differ from other chiefs and police authorities.

'I think there are a number of forces that believe there are massive savings by

outsourcing and I'm genuinely not sure. If you outsource £40 million from your budget that is gone from the system to a partner who will take an element for profit. If the private company can do it more efficiently, why can't we match that?'

In dealing with cuts, he says, the first thing is not the cash but to maintain and improve the service, look at the change programme and invest properly. 'We have had to make really tough decisions, closing down posts and focusing on improving the service.'

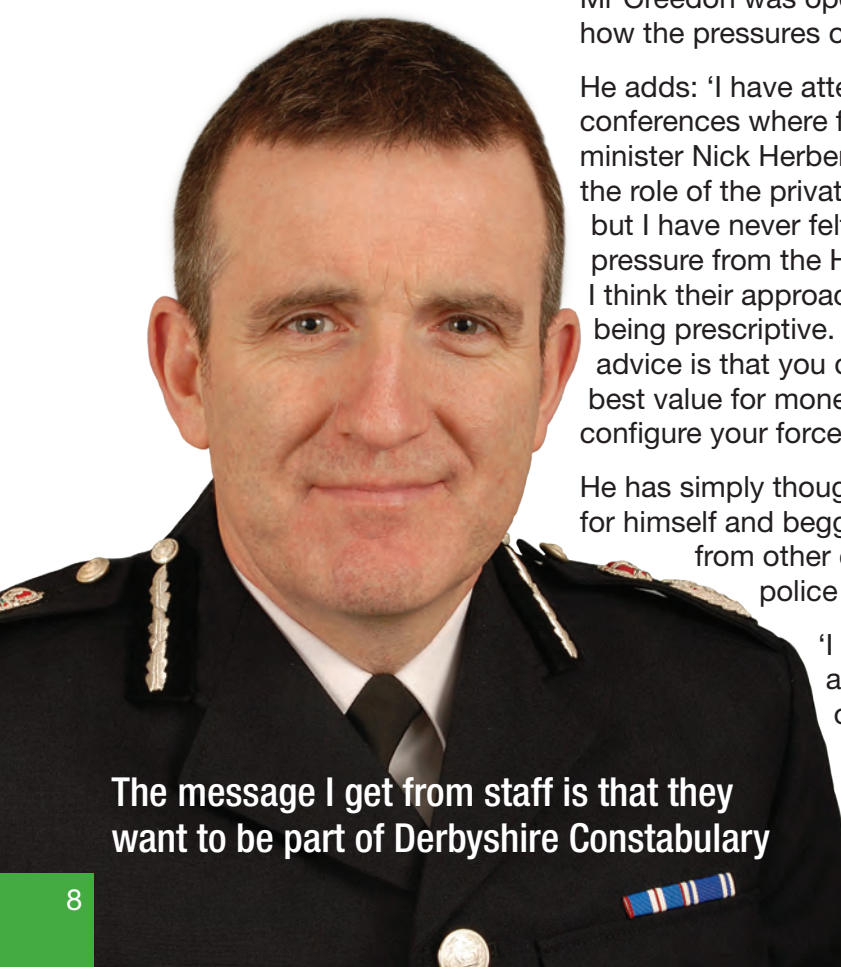
But the employees are also on his mind: 'The message I get from staff is that they want to be part of Derbyshire Constabulary.'

He is pleased he has been able to preserve PCSO numbers with a modest precept increase and he confirms their value for money.

'They are very popular and very visible in every neighbourhood. Some have joined as officers and that has allowed us to recruit replacements and bring fresh blood in.'

PCSOs

Mr Creedon acknowledges the early scepticism about the newly created PCSOs. 'There were people who said they would rather have a sworn officer but they are much more expensive and they moved in and out very quickly.'



The message I get from staff is that they want to be part of Derbyshire Constabulary

'PCSOs have been around for less than a decade but people love them now and there is great feedback from the parish councils. They are part of Team Derbyshire.'

He says he has never heard of a private company being interested in taking them over – simply, he believes, because they can see no profit in it.

On improving quality he identifies, intriguingly what he describes as the 'Dave Brailsford' approach. The British cycling coach helped riders like Bradley Wiggins to victory by accumulating scores of marginal gains in their performance.

'It is simply a matter of focusing on a high quality service to the public,' he adds.

Despite the force's claim to fame, the chief constable is wary of how crime figures – popular in parliament and the tabloid press – are used to measure that quality.

'Some crimes like the theft of a garden gnome or a pint of milk are recorded but ebay scams and cyber attacks are not.

'The answer is a big debate about offenders, victims and over-reliance on figures. I do get into difficulty with HMIC over this because it is the only measure they have got - my PCC understands this very well.

'We celebrate crime reductions but we do not get carried away. It's ironic but in some ways we need to see increases in say domestic violence and race crime – it shows people are confident in reporting it to us.'

It's not broke and doesn't need fixing. But there is no complacency either. If the Government wants a model for thoughtful policing Derbyshire is a good place to start.

PCC action supports PCSOs



PCSO UNISON members expressed praise when newly elected police and crime commissioner Olly Martins backed them with extra cash.

As a result he has saved dozens of jobs. Forty per cent faced the sack under previous police authority plans. The PCSOs are being funded by a two per cent rise in the police precept in Bedfordshire.

Mr Martins, meeting PCSOs recently, told them they were the 'the face of policing.'

'I won an election when I spent a lot of time talking to people about visible policing. You are the visible face. I'm very pleased to be able to deliver on that.

'The current establishment of PCSOs is back in the budget permanently. No question marks. No reviews. It's important work you do, reassuring the public and getting involved with local issues.'

Mr Martins believes that PCSOs are crucial both to fight crime and to reduce the fear of crime.

PCSO Elliot Weedon (left) said: 'Maybe I'm being biased but I think Mr Martins has done the right thing. The public want to see an increased visible police presence which they are not going to get if PCSOs were to be wiped out, so to speak.

'The police officer role is no longer geared towards walking the streets and being seen as a deterrent for criminals as they don't have the time and chance to fulfil this role - unlike the PCSOs.

'It's just pennies to keep a visible presence on our streets. Mr Martins has supported us from Day One and he is saving us from an uncertain future.'

And Fay Barrett (right) commented: 'I'm really pleased and relieved that Olly Martins has given the role of PCSO another chance in Bedfordshire.

'There will be some adverse points raised by those do not want any increase in council tax, therefore we must make sure that we remain in the public eye by being as proactive as possible.'

Fingertip expert

Evidence is crucial to good policing . Gathering it depends on the leadership shown by people like Dick Johnson

Dick Johnson has been around a bit. He has notched up a number of international stints including five years in the United States heading up a British team accessing leading edge finger print technology.

It all started with his recruitment to the Met in the 1970s, as a trainee finger print officer.

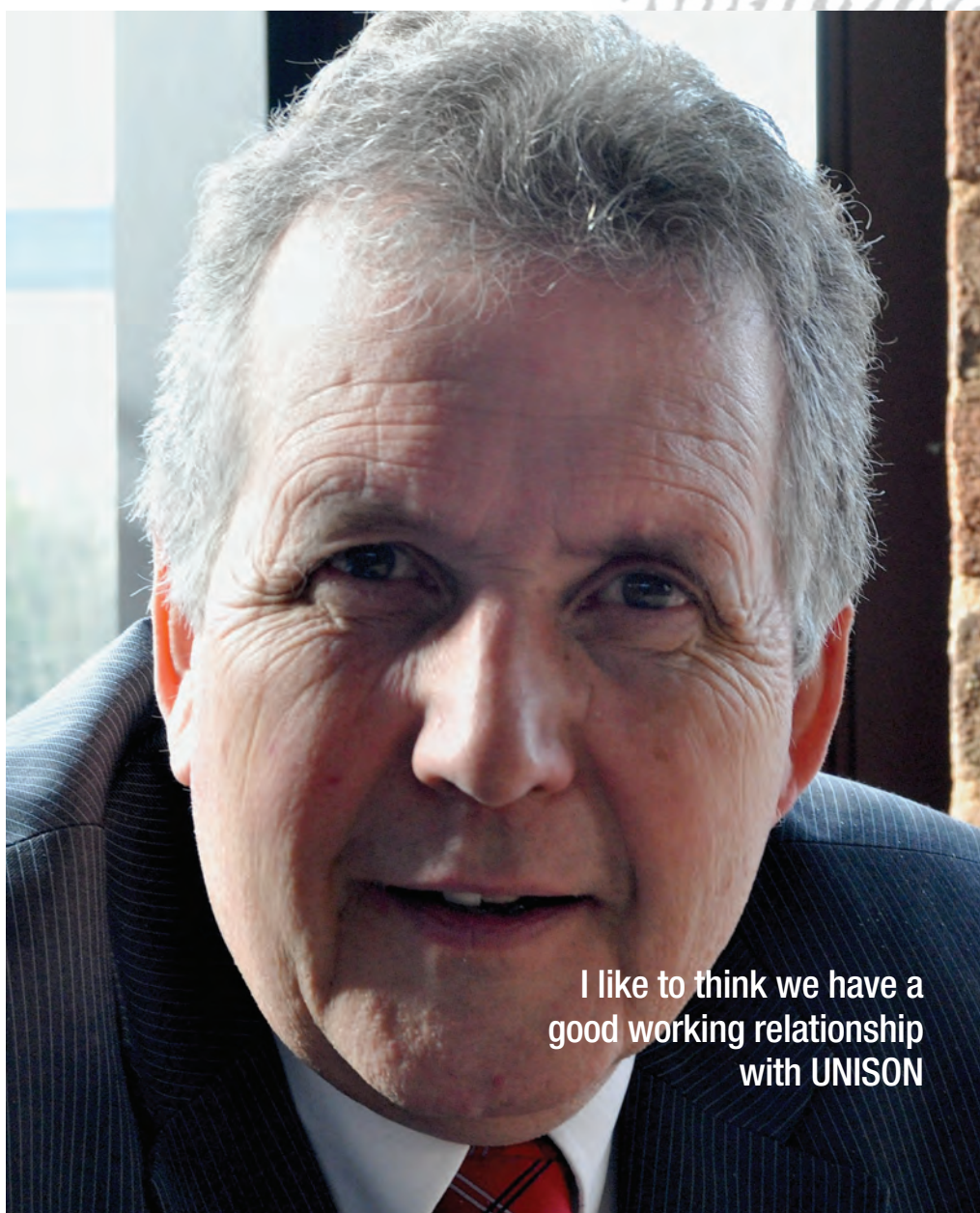
But today he is head of collaborative scientific services shared by Bedfordshire, Hertfordshire and Cambridgeshire. Bedfordshire, his original base has seen a dramatic reduction in crime in the last two years and Dick, a UNISON member and his fellow scientific staff have contributed to that.

Now his leadership has been recognised with an OBE in the New Years Honours list. He comments: 'I am surprised and delighted and I hope this is a recognition of the part that forensic science plays in policing.'

He also says its good for police staff members to be celebrated in this way.

But Dick insists that Bedfordshire has never suffered from a strong officer/staff divide. He recalls with particular gratitude a former chief superintendant who, contrary to the wishes of the chief constable and personnel, supported his appeal for a regrading.

'That sent a positive message about valuing your staff and loyalty to them and I have



I like to think we have a good working relationship with UNISON

tried to follow that in my own management.'

That management role is now considerable, extending across three police forces. For Dick it is compatible with UNISON membership.

He recalls his early days of union membership with the Institute

of Professional Civil Servants as 'quite active'. Today he says: 'I like to think we have a good working relationship with UNISON, from a management perspective. I disagree when people say a senior manager can't have that kind of relationship.'

Leicester long shot

The East Midlands also-rans ran out glorious winners as branch of the year

'You will obviously disagree on some things but at the end of the day its better to work through it.'

Dick believes the union plays a positive role in dealing with breakdowns in communication between staff members.

'People are people and often its the behaviour and the relationship that has broken down not the performance. Relationship healing is a big part of the work of trade unions.'

As Dick moved, over a decade, from Bedfordshire head of finger printing to three counties head of scientific services, his management role has grown.

His first task was to understand the cultures in different forces.

'Then you have to identify when it's important to have boots on the ground and when it's a matter of responding to the telephone or text and email messages.'

His formula is a firm but fair approach: 'I always try to negotiate.'

It is a tribute to both the police service and to his own determination that, leaving school with two O Levels (English and technical drawing), he has played key senior roles in today's policing. All without an MBA.

He has no hesitation in recommending a career in scientific services with the police to young people today and he believes they could share in his fulfilment.

'I can't believe it. I never thought we would be in with a shot.'

That was the reaction of Leicestershire Police UNISON branch chair Pat Earnshaw after learning they had won the East Midlands branch of the year award . The 'BOTY' as it is quaintly known.

Pat, branch secretary Chris Hanrahan, treasurer Lesley Panton and learning coordinator Gary Jacques attended the ceremony at Nottingham University.

The branch had been nominated annually for the past five years but it never finished in the top three. After winning the Best Practice Award in 2010 the branch strove to win the big one – the full BOTY.

Pat added: 'The branch officers had resigned themselves to another year of walking away without a prize as the winners were read out in reverse order.'

Branch secretary Chris Hanrahan said: 'As I heard them read out second and third place I thought "oh well that's it for another year". I could not believe it when they read out our name. It took a couple of seconds for it to sink in'.

The trophy was presented by UNISON President Chris Tansley.

The Branch were chosen out of a field of about 80 UNISON branches from across the East Midlands ranging from health, local government and other public sector bodies.

'We are all very proud to have received this award and it is a testament to the hard work and dedication of branch activists and officers', said Chris.

In among the places was Derbyshire Police, joint winners with Mansfield of the Best Practice Branch through Learning category of the awards.



One country, one force

In the run up to the Single Police Force going live, 70 delegates gathered in Stirling for the Scottish Police and Justice seminar. Stevie Diamond reports

Reform was the main focus for the seminar. Mike Kirby, UNISON Scottish Secretary opened the seminar with an address highlighting all of the good work that UNISON had contributed throughout the change process. Suzanne Craig, UNISON Scotland's legal advisor gave details of the employment laws surrounding the transfer of staff to the new single Scottish Police Force.

However, most delegates were waiting for the second day when the guest speakers were Kenny MacAskill, Cabinet Secretary for Justice (right), Stephen House, Chief Constable of Police Scotland and Vic Emery, Chair of the Scottish Police Authority, the three 'power brokers' in the reform process. Members were invited to put questions to the speakers after they gave short presentations.

Mr MacAskill was quizzed about the decision to maintain 17,234 police officers against a background of a reducing budget and best value built into the Police Reform Bill. Unfortunately, he made it clear that the number of police officers was a cornerstone of Scottish National Party policy and would be unlikely to change in the near future. However, we did gain welcome assurances from him that no compulsory redundancies would be committed to and that there would be no privatisation of police staff jobs. He also committed to working with the



Scottish Police Authority (SPA) to implement the public sector pay policy in 2013 including the one per cent pay increase, the first in two years.

Mr House told the seminar that he would absolutely ensure that police officers were in roles they were suited to and that there was no policy or planning to backfill police staff posts.

Mr Emery gave frank answers around the concerns raised by the members about the role of the SPA with a pledge to a balanced workforce and a description of the governance and scrutiny role of the Authority.

Stevie Diamond is chairperson, UNISON Police Staff Scotland

Telling Parliament

Police staff went to the heart of the Scottish Parliament by holding an event designed to raise concerns over Police reform.

With the assistance of UNISON Labour Link and the UNISON Scotland Bargaining and Campaigning team, the newly updated Stewart Report on Police Civilianisation was launched in one of the parliament committee rooms with an open invite to all MSPs.

UNISON Scotland commissioned the update, originally published in 2009, to include the massive changes which have happened to Scottish Policing in the

following three years. The report highlights the fact that Scottish Policing was well behind English and Welsh Forces in civilianisation when originally commissioned. The Update reinforces this by confirming that the situation has worsened considerably due to the financial crisis and the Scottish Government's insistence on maintaining police officer numbers at an artificially high level of 17,234.

Around 50 police staff were eager to tell the real story of what is happening in Scottish police reform. MSPs from all parties were astonished by the stories our members told them, including backfilling and de-skilling of roles. As a result, these issues were raised at



First Minister's questions the following day by both Labour and SNP MSPs.

George McIrvine, chair of the Scottish Regional Police Committee said after the event: 'The response from our members was fantastic. MSPs had the chance to hear first-hand about the appalling way our members are being treated.

'We are continually highlighting to politicians issues such as

backfilling, however it was a real eye-opener for them to hear it from the staff who are being affected. The Stewart Report highlights that police staff are best value and should not be replaced ad hoc by officers who have no interest or training in carrying out these roles. The Scottish Government has to seriously reconsider its ill-advised policy of maintaining police officer numbers at all costs.'

Well done

Hampshire police has introduced a peer panel award system. Two UNISON members describe why they were recognised

Kelly Kerens works in the Criminal Justice Unit completing Phoenix updates, and assists in the completion of Criminal Injuries Compensation Authority requests for information.

She said: 'The senior clerk handling the Criminal Injuries Compensation Authority (CICA) mailbox left. I had a lot of experience in this area and I was asked to take over the administration.

It was apparent the staff needed refresher training. You have to demonstrate complete impartiality as the forms ask you to judge if victims have in any way contributed to their

injuries and you must show the evidence for your judgement.

I don't agree with the term 'back office' because work like this is just as vital to victims of crime as catching criminals.'

The force has previously held annual awards but Kelly points out that nominating colleagues once a year meant a lot of good work went un-recognised. The peer panel recognition system in Hampshire is praised by Kelly because of its flexibility and quarterly nominations.

It also recognises good work under exceptional circumstances such as Trevor Quade's. Trevor is a detention officer, based at Portsmouth central police station.

He received the award for dealing with a potentially violent prisoner. All in a day's work perhaps but it's not a working day a lot of people would like to think about.

'This guy had been in custody for number of hours, related to mental health issues, alcohol and drugs. He was released



Kelly receives her citation

and turned up an hour later at reception because he had forgotten to take his medication away with him.

I opened the door that separated us and then he said we better phone for an ambulance. He held up a knife and said "I'm going to kill myself".

Trevor had to move in, at some risk to himself to disarm the man and restrain him.

It's the first time he has had to do this but adds: 'We do not know when this will happen - it could happen at any time. Every month someone tries to tie a ligature. I have been assaulted more times in this job than when I served in the police.'

Cafcass update



Cabinet office pressure on facility time, restricting legitimate trade union activity is being stepped up. Although chief executives have discretion, Cafcass is requiring us to fill in the spreadsheets that the Cabinet Office has sent, detailing all activities and the cost.

Under the Human Rights Act you have the right to representation but we do not know what the financial

limits are, in a year, on facility time. In Cafcass we have been cut down to one full time equivalent from 1.5. NAPO has also been reduced.

Grievance procedure

A number of people with disabilities who have lodged grievances about failure to make reasonable adjustments have found themselves in performance and conduct proceedings. The grievance is then included in this process and treated as a mitigating circumstance – instead of in its own right.

This breaches not only ACAS guidelines but also Cafcass policies on time scales. A grievance should be heard within 15 working days. Performance and conduct could be six weeks and this could affect your right to go to an employment tribunal. So there is a double whammy for members.

These two procedures should be heard separately and if they are not, we believe there is a breach of your human right to a fair hearing.

Retirement package

We have had reports of members in their sixties being offered £20,000 to £30,000 to go early with only a few hours to decide yes or no. There is no information about pension provision and members fear if they do not accept it they may find themselves in performance and conduct measures. They are unlikely to get another job with an equivalent salary at that age.

Private-public

In Devon and Cornwall private and public law cases are being split into different teams. This raises the possibility of all public law cases going to the Ministry of Justice so that big players like NSPCC, Barnardos and the Children's Society can bid for the private cases.

One per cent

That is the maximum pay rise public servants can expect according to the government. But Cafcass is creating new tiers of management, which allow enhancements worth £5-6,000.

David Jolly
National caffcass Committee

Probation

We are working to build participation by Probation staff at the annual service group conference. The deadline for submitting motions is in June (exact date to be confirmed) but branches should be thinking now about issues they would like to see raised. Probation has a much bigger profile than it enjoyed in UNISON's local government service group and now is the time to use that platform.

There are major challenges ahead and members must be articulating how they want the union to meet them.

At time of writing we were expecting the results of the consultation, *the Rehabilitation Revolution*. It would appear that the only way a Probation Trust can compete for privatised work is by reinventing itself as a mutual. We will continue to argue for local collaboration not national contracting out.

Under payment by results it is the big contractor who could pick up the bonus while a local company working for them gets to take the risk, with other local providers who are not subject to the contract getting nothing for their contribution to the reduction of offending.

We were planning a parliamentary round table for

mid-April as *Police and Justice* was going to press. This will help develop UNISON's vision of what probation should look like.

Pay

We are working with NAPO to develop a joint pay claim, which was due for submission in April.

Neil Richardson
National
Probation
Convenor



National Officer report

Defending the probation service

UNISON is pledged to defend a local and a publically run Probation Service from Government attack. We will be working with our Probation members to vigorously oppose Ministry of Justice plans to regionalise and privatise 70% of the work of the Service and hive off what is left to a small national probation agency. In its 'Transforming Rehabilitation' strategy, published on 9 May, the Government confirmed our worst fears and set out plans to dismantle the 105 year old Probation Service.

It is important to remember, at times like this, that just because the Government says that it wants to do something, does not make it inevitable. The Ministry of Justice plans for Probation are controversial, complicated and opposed by everyone except the private companies hoping to take over our members' work. There are many challenges that will have to be overcome to make these plans a reality and UNISON will not stint in defending our members' interests. We have strong union membership in Probation, excellent UNISON representatives and a good record of joint union working. Outside of Probation we have many allies who share our concern over the Government's plans.

UNISON has produced an initial briefing on the 'Transforming Rehabilitation' plans, which you can access at: http://www.unison.org.uk/policeandjustice/pages_view.asp?did=15691

Until we have agreed a framework for handling the employee relations issues arising

from the Government's reform plans at the Probation National Negotiating Council (NNC), we have issued guidance to all our Probation branches and representatives to refrain from entering into local negotiations over any of the staffing issues coming out of the reform plans.

Trade union facility time in probation

Along with sister union Napo, UNISON has written to the Probation Minister Jeremy Wright to seek a blanket exemption from the central Government cuts to trade union facility time which is threatening our representatives in Probation. We hope that the Government recognises the vital work that trade union reps perform at times like this.

Probation pay claim 2013

UNISON and Napo have submitted the following pay claim on behalf of members in the Probation Service:

- An above inflation increase on all NNC pay points with effect from 1 April 2013
- Incremental pay progression of 2 pay points for all eligible staff
- The deletion of the lowest pay points in pay bands 1, 2, 3 & 4
- An above inflation increase in London Weighting

Police staff pay claim (England & Wales) 2013

At a meeting of the Police Staff Council held on 13 May, UNISON and the other police staff trade unions, submitted the following pay claim on behalf of police staff members in England and Wales: 3% increase on all PSC pay points with effect from 1 September 2013.

Winsor recommendations

Members may well be wondering what has happened to the Winsor recommendations for changes to police staff pay and conditions which were published in 2011? Since that time, the Police Staff Council has spent considerable time looking at the proposals, but has been unable to come to any agreement on the changes. UNISON, and the other police staff trade unions, continue to make the case for a national pay and grading structure for police staff. We have agreed with the police employers to undertake a pay and conditions survey to give the negotiators a better idea of what pay systems are currently in operation across forces in England and Wales

Police and Crime Commissioners (PCCs): stage 2 transfers

UNISON is trying to get clarification from the Home Office about how the proposed transfer of police staff from the employment of PCCs to chief constables is going to take place. The transfer must take place by 1 April 2014, under the direction of the Home Secretary, but some PCCs seem to have jumped the gun and started to take over direction and control of police staff from chief constables. Another worrying development is the refusal of the Home Office to take responsibility for overseeing the transfer of police staff from PCCs to local authorities, which is starting to happen in some forces. UNISON is trying to get clarification of the proper procedures for these transfers from Home Office Ministers and the Police Staff Council.

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