

Join UNISON

If you are reading this as a non-union member in the Probation Service, now is the time to think about joining UNISON. It is only standing together in our opposition to the Government's plans that we have the chance of changing what is proposed. Join UNISON now to defend your Service, your job and your terms and conditions.

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PROBATION

Keep it Public – Keep it Local

PROB/04/2013

TRANSFORMING REHABILITATION

June 2013

UNISON Briefing No.2

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Introduction

This is the second in a series of briefings which UNISON will be producing for members, activists and branches in the Probation Service to keep you up to date with developments regarding the Ministry of Justice 'Transforming Rehabilitation' proposals.

The briefings will be posted on:
UNISON's Probation web-pages:



<http://www.unison.org.uk/at-work/police-and-justice-staff/>

**UNISON Probation Staff
Facebook page:**



<https://www.facebook.com/UnisonProbationStaff>

Branches and activists are asked to make the briefings widely available to members.

UNISON remains totally opposed to the 'Transforming Rehabilitation' proposals, firstly because they will lead to the abolition of a local and publically run Probation Service and secondly, because they have grave implications for

the future job security, pay and conditions of our Probation members. UNISON will therefore continue to campaign against the implementation of 'Transforming Rehabilitation', as well as seeking to protect our members' jobs and conditions of service in the face of the Government's plans.

This briefing describes:

- Our understanding of the Ministry of Justice plans to date, with the relevant timetables.
- What we are doing with our sister union Napo to defend our members' interests as the plans unfold
- Some campaign activity which every member is invited to take part in to show our continuing opposition to the plans.

It is important to remember at times like this, that just because the Government says that something is going to happen, does not mean that it is not possible to change events through concerted campaigning. This is what UNISON is going to do, and we need as many members as possible to get involved in the campaign. Building the campaign will help us organise in the most effective way for the challenges ahead.

**STOP
privatising
probation**

UNISON
the public service union



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Transforming Rehabilitation: The Plan

The Ministry of Justice plans to abolish the current 35 Probation Trusts and split the Probation Service into:

A small national public probation service (Retained Services) dealing with:

- Initial risk assessment
- Management of high-risk offenders
- New risk oversight function
- Advice to court
- Victim liaison
- Approved premises
- Local safeguarding Responsibilities

30% of existing probation staff transfer to become its employees as civil servants of the Ministry of Justice, rather than a separate agency or 'quango'

Approximately 5,000 employees
Based on 7 regions

Transforming Rehabilitation: The Timetable

The proposed timetable for this work is as follows:

June/July 2013:

design the new probation structures (national service and New Co's.); Offender Management Bill to go through House of Lords (split of service does not require change in the law); work to design the privatisation framework.

August 2013:

Government publishes the advert for the privatised work to the market (OJEU notice)

September/October 2013:

Senior managers of new public probation service and New Co's to be appointed; 30/70 split of staff

21 Government owned companies (Ready for Market Services):

Based on the contract package areas which Government wants to let to the private sector

Dealing with all the work of the Probation Service not reserved to the new national public probation service: e.g. community payback, offender management of all but high risk offenders, programmes etc

70% of existing probation staff transfer into one of the government companies, or 'New Co's' as they are being described

About 11,000 staff in total across the 21 contract package areas

between new public probation service and New Co's worked out on paper and staff/unions consulted;

Offender Management Bill to go through House of Commons; start of dialogue with the private sector over the contracts for probation Services.

April 2014:

Probation staff transferred into either public probation service or New Co's; work of public probation service and New Co's begins.

October 2014:

Private sector takes over control of New Co's.

What's UNISON Doing?

UNISON's priorities are defending a local and publically run Probation Service and protecting members' jobs and terms and conditions. We have:

Agreed to set up a joint planning committee with Napo to ensure that we are working hand in hand to defend our members' interests

Agreed a joint approach to handling the HR and employee relations issues, which will arise from the Transforming Rehabilitation reforms, with the Employers Side of the National Negotiating Council (NNC Circular 4/2013 refers) available here:

<http://probationassociation.co.uk/employee-relations/national-negotiating-council.aspx>

This circular informs Trusts that the NNC will be producing employee relations guidance and advises Trusts that they should not proceed with any local agreements until this advice has been provided. It is very important that this advice is complied with. The NNC will remain the place at which it will be necessary for any agreements to be

reached in relation to any impact which Transforming Rehabilitation potentially has on contracts of employment. Trusts will not be able to enter into any such agreements locally.

Agreed the terms of reference for the Transforming Rehabilitation Consultative Forum, to be chaired by the Ministry of Justice, which will meet fortnightly to allow consultation with the trade unions on the reform proposals

Made contact with MPs with whom we can work with to see whether there are relevant amendments which could be made to the Offender Management Bill

Drawn up specific campaign materials, on the basis of the recently announced plans, which we will be circulating shortly.

At this stage, UNISON has not seen any substantive proposals for any of the above staffing proposals. As soon as we do, we will be seeking legal, technical and pension advice to protect members' interests.

What You Can do

UNISON encourages all members in the Probation Service to get involved in our campaign. You can do this by:

Signing the 'Stop Probation Privatisation' on-line petition, and asking 10 friends and family to do likewise by following this link:

<http://epetitions.direct.gov.uk/petitions/44403>

If we can get to 100,000 signatures, the Government will be forced to conduct a Parliamentary debate on their controversial proposals.

As our campaign develops we will be suggesting other ways in which you and your colleagues can get involved.

Further campaign materials that members can use themselves to contact their MPs and Police and Crime Commissioners will be available very shortly via the new UNISON website.



JOIN UNISON
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SIGN THE "STOP
PROBATION
PRIVATISATION"
ONLINE
PETITION, AND
ASK 10 FRIENDS
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DO LIKEWISE



UNISON MEMBERS
PROTESTING OUTSIDE CARDIFF
CITY HALL