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PROB/19/2013

# STRIKE BALLOT

16 Dec 2013

## VOTE **YES** TO PROTECT YOUR TERMS AND CONDITIONS AND PENSION

We are close to a deal to protect your terms and conditions, if you transfer to the new national probation service (NPS) or one of the community rehabilitation companies (CRCs) in April.

However, the Ministry of Justice has blocked two very important protections from the proposed staff transfer agreement. That is why UNISON will be balloting you for strike action early in the new year.

## VOTE **YES** FOR STRIKE ACTION

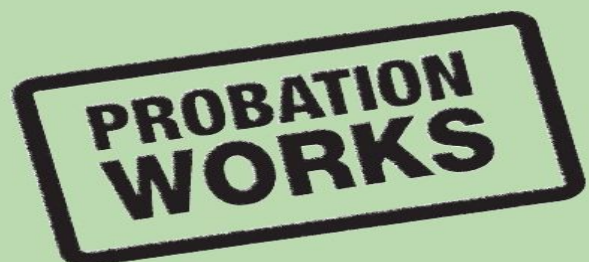
UNISON has been negotiating since the summer of 2013 to reach an agreement to protect you in the staff transfer. We do not ask you to take strike action lightly, but we need to persuade the Ministry of Justice that UNISON, and its probation members, are serious about protecting pay, conditions and pensions.

On 10 January you will be sent a UNISON ballot paper which will ask you whether you are prepared to take strike action to defend your terms and conditions and pension. UNISON is urging you to vote YES, to get the Ministry of Justice to do the decent thing and properly protect your terms and conditions and pension after you have transferred to the NPS or a CRC. A strong YES vote is vital to getting success in the negotiations.

If members vote to support strike action, we will call members out on strike from mid-February 2014. Your UNISON branch/representatives will be consulting you shortly on what you think would be the most effective form of strike action. Please make sure that you take part in the consultation. Your views are important.



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## WHAT TERMS AND CONDITIONS ARE AT RISK?

**NO ONE WANTS TO HAVE TO PUT THEIR CAREER ON HOLD BECAUSE THEY WILL STAND TO LOSE VALUABLE TERMS AND CONDITIONS OR PENSION SCHEME**

Unless we can improve the staff transfer and protections agreement, you will lose very important benefits, and possibly your pension, if you apply for a new job, or promotion, in a CRC after 1 April next year. This will be the same whether you are transferred to the NPS or a CRC.

**YOU WILL LOSE CONTINUITY OF SERVICE**, because the Ministry of Justice has refused to protect your full entitlement to annual leave, sick pay, maternity leave and redundancy pay if you apply for a new job, or promotion in a CRC in the future. So if you get a new job, you will get:

- **LESS** annual leave
- **LESS** maternity leave
- **LESS** sick pay and
- **MUCH LESS** redundancy pay than you get at the moment.

**YOU WILL LOSE YOUR LOCAL GOVERNMENT PENSION.** The Ministry of Justice has failed to protect your local government pension scheme, by refusing to guarantee that, if you apply for a new job, or a promotion in a CRC in the future, you can take your pension with you. So, if you get a new job in the future, you will be entitled to a much worse pension than you currently enjoy.

No one wants to have to put their career on hold, because they will stand to lose important terms and conditions, or lose their valuable pension scheme.

## NO ENHANCED REDUNDANCY SCHEME

In the absence of a national agreement on staff transfer and protections the Ministry of Justice has withdrawn the enhanced voluntary redundancy scheme that would have given you 4.5 weeks pay for each year of service, up to a maximum of 67.5 weeks pay if you are made redundant by your trust, or the NPS or CRC in the future. Without the enhanced scheme, you will have to rely on the inferior trust redundancy policy that applies to you.

If you are reading this as a non-union member in the probation service, now is the time to join UNISON to protect your interests. The more members we have, the stronger we can be in defending your terms and conditions and pensions against the government's probation reforms.



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0800 171 2193**

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