

## **National Negotiating Council for the Probation Service**

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To: Director of Probation, NOMS  
Chief Executive Officers, CRCs  
Director, NOMS in Wales  
Deputy Directors, NPS  
CRC HR Leads  
Director of HR, NOMS  
Members of the NNC

### **NNC Circular No. 1/2015**

#### **Model Constitution for Community Rehabilitation Company (CRC) Joint Negotiating and Consultative Committees (JNCC)**

We write to inform you that the National Negotiating Council (NNC) has agreed the attached model constitution to enable CRCs to reach agreement with the recognised trade unions on local consultative and negotiating arrangements.

Each CRC is a separate employer but applies the agreements reached at the NNC. As separate employers there are some limited areas in which the CRCs have latitude to reach local agreements on terms and conditions, as set out in the NNC national handbook of terms and conditions in Section B. For this reason, each CRC will need to establish a Joint Negotiating and Consultative Committee which will be based on the model previously provided in the NNC for former Probation Trust JNCCs. To that end a revised model JNCC Constitution is attached, which CRCs and their recognised unions are encouraged to use as the basis for local agreement on their JNCC. It is not expected that local agreements will depart substantially from the attached model.

The Joint Secretaries are available to give assistance in relation to any questions arising from this circular.

Lynne Last  
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**Joint Secretaries**