

Napo's response to Consultation on the ACO management structure for Proposed Probation Delivery Units

In summary, Napo is opposed to the proposal for fair and open competition to fill the new PDU/Deputy roles. We believe that these appointments must be handled under the existing mapping and matching process for the reasons set out below. Fair and open competition is outside the principles to which we are committed to deliver as part of the Staff Transfer and Protections Agreement – which makes no reference to any staff having to apply for jobs. Indeed, that has been the cornerstone of our approach to the current negotiations.

1. The proposals for the PDU Heads/Deputies should be seen as a stand alone set of proposals. They should not set a precedent necessarily for other potential competitive recruitment scenarios which may arise as part of the Probation Programme.
2. Napo understands that NPS proposes fair and open competition for the new and/or business critical roles in order to allow CRC staff and NPS staff equal access to the opportunities on offer. Napo agrees that CRC and NPS staff need to have equal access to these opportunities, however, we believe that the mapping and matching process is the way to achieve this and not via fair and open competition.
3. As we discussed at the meeting between the unions and officials on this subject last week, the proposal for fair and open competition, or our preference for mapping and matching instead, are different approaches to that adopted for the Regional Director jobs, which were not all filled on the basis of fair and open competition, and that some were made on a mapping and matching process. This will potentially give rise to presentational problems for HMPPS, or possibly a challenge from individuals who believe that they were thereby disadvantaged.
4. Napoj is very concerned that fair and open competition is outside of the mapping and matching framework which NPS has established as its method of slotting CRC staff into roles in the NPS. In the draft CRC to NPS Transfer Document, which we are currently negotiating with HMPPS, LDU Heads are anticipated as mapping on a like for like basis into the equivalent NPS role. Whilst this will clearly not be the case under the circumstances envisaged in the consultation document – i.e. the abolition of the LDU role and its replacement with the PDU/Deputy role - it is not clear why fair and open competition is required if mapping and matching, underpinned by secondment in advance of June 2021, is able to place staff in the new/business critical roles by October 2020. The consultation document is confusing as it talks about a 'placement' process alongside fair and open competition – it really can't be both.
5. HMPPS has confirmed that there will be geographical ring-fencing for the competition. It is a generally accepted principle that mapping and matching will take place in a defined geographical area in which staff in that area should have priority over staff who wish to move into that geographical area for personal reasons. Napo agrees with this principle. The preference exercise should therefore not over-ride the rights of an individual to be mapped to a role inside their geographical ring-fence. The preference exercise should only take place once all mapping and matching has been delivered in each geographical ring-fence.

6. Napo agrees that CRC staff who are successfully ring fenced mapped/matched into one of the new roles should be offered the opportunity to take on the role on secondment in order to protect continuity of service, subject to confirmation of satisfactory secondment arrangements. Please confirm what secondment arrangements are planned. The secondment option means that fair and open competition is not required. CRC staff who are currently working on secondment to NPS were not required to go through fair and open competition.
7. CRC and NPS staff who are in an over-supply situation following mapping/matching will inevitably find themselves in a redundancy situation, because their existing job will have been abolished, or will be abolished in 2021. This will require agreement on the redundancy process to be applied, however, at the very least, the staff who are in oversupply must be offered the VS/VER option which we are seeking to negotiate as part of the Staff Transfer and Protections Agreement. It would not be acceptable for staff who were mapped to one of the new PDU roles to be forced to accept a role which was not suitable alternative work. Of course staff in over-supply circumstances should have the option of agreeing suitable alternative work.
8. It would not be acceptable for staff in an oversupply situation to be offered roles which would otherwise be roles which other staff would expect to be mapped/matched into as part of the Unified Model.

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