

Probation | Family Courts



AGM 04/2017

Minutes of the 104th Annual General Meeting of Napo held at St. David's Hall, on Thursday, Friday and Saturday 29 and 30 September and 1 October 2016

THURSDAY

1. OPENING OF CONFERENCE

Yvonne Pattison, Co-Chair, opened Conference.

2. CHAIR'S ADDRESS TO CONFERENCE

Co-Chair, Chris Winters, addressed conference.

3. GUEST SPEAKER

Sonia Crozier, Director of Probation, National Offender Management Service (NOMS), addressed conference.

4. QUORUM AND ROLL CALL

It was confirmed that the meeting was quorate and the General Secretary took a roll call which confirmed that sufficient Probation Branches and the Family Court Section were represented and over 5% of the membership registered.

5. INTRODUCTION TO STEERING COMMITTEE

The Chair of Steering Committee, Jeanne Peall, gave an introduction to the role of Steering Committee during the course of Conference.

6. INTRODUCTION TO MONITORS

The Lead Monitor, Urfan Amar, gave an introduction to the role of the Monitors during the course of Conference.

7. MINUTES OF 2015 AGM

The Minutes (**AGM 04/2016**) were **approved** as a correct record.

Matters arising:

- Page 8, item 33 – Annual Report 2014/15. Upon put to the vote following the clarification as explained in the paragraph, the Annual Report 2014/15 was **adopted**.
- Page 9, item 36 - Motions endorsed to go forward for ratification at NEC: due to inaccuracy at NEC meetings this had not been done yet but it was clarified that these are still on the agenda for ratification at a next NEC meeting.

8. MINUTE'S SILENCE

Conference observed a minute's silence in remembrance of colleagues who had passed away during the previous year.

9. APPOINTMENT OF OFFICERS

Yvonne Pattison and Chris Winters begin a second term as Co-Chairs; Katie Lomas begins a second term as Vice-Chair (Probation); Chas Berry continues a second term as Vice-Chair (Probation); Chris Pearson continues a first term as Vice-Chair (Finance); Jay Barlow continues a first term as Vice-Chair (Cafcass); and Tina Williams begins a first term as Vice-Chair (Probation).

10. FINANCE REPORT (AGM 05/2016)

Chris Pearson, Vice-Chair (Finance), introduced the Finance report.

Questions were put and responded to on:

- Breakdown of individual Committee expenditure
- Breakdown of spend under Membership budget header
- Legal Representation Fund expenditure

The report contained **one recommendation** as follows:

1. That AGM approve the accounts for 2015 as contained within the Annual Report

Following the **acceptance** of the recommendation in the Finance Report, and subscription rates agreed:

Under £10,000 to remain as they are (and are currently under £5.50)		
From £10,001 up to and including £14,000	£5.50	Monthly
From £14,001 up to and including £19,000	£11	Monthly
From £19,001 up to and including £24,000	£15	Monthly
From £24,001 up to and including £29,000	£19	Monthly
From £29,001 and above	£23	Monthly

The Vice-Chair Finance report was **adopted**.

11. EDRIDGE FUND ACCOUNTS & ANNUAL REPORT

Charlotte Dunkley (newly elected Chair of Edridge Trustees) presented the Edridge Accounts and Annual Report which were **approved**.

12. CONSTITUTIONAL AMENDMENT: Amending quoracy for General Meetings

On behalf of Napo Cymru Branch, it was proposed by Peter Robinson and seconded by Lee Hoyles, that:-

“In Clause 13c General Meetings

Delete: “5% of” (both instances in clause)

And replace with: “150” (in both instances)”

The constitutional amendment was **carried**.

FRIDAY

13. QUORUM

It was confirmed that the meeting was quorate.

14. ADDRESS TO CONFERENCE

Liz Saville Roberts MP gave the report for the Justice and Family Court Unions' Parliamentary Group.

15. ANNUAL REPORT AND ACCOUNTABILITY SLOT

The General Secretary, Ian Lawrence, introduced and presented the Annual Report 2015/16.

Questions were put and responded to on:

- The One Probation One Profession Paper
- 2015 AGM motions taken forward for ratification by NEC
- National Committees – meetings, vacancies, make up and overall workings
- NNC/SCCOG Reform
- Officers' posts' facility time
- Correction to membership of Probation Negotiating Committee noted – Alec Price (Kent Surrey & Sussex) omitted from list by administrative error
- Equal Rights Committee and Anti-Racism work
- NPS E3 programme non-redundancy agreement versus redundancies in CRCs

16. PROBATION PROFESSIONAL SESSION

Professor Gill Kirton (Queen Mary's University), Malcolm Richardson (Chair of the Magistrates' Association), Dame Glenys Stacey (HM Inspector of Probation) and Jo Stevens MP (Shadow Attorney General) addressed the Probation professional session, followed by a question and answer session.

17. FAMILY COURTS PROFESSIONAL SESSION

Lord Fred Ponsonby and Liz Saville Roberts MP addressed the Family Court Section professional session, followed by a question and answer session.

18. GUEST SPEAKER

Doug Nicholls, General Secretary of the GFTU, addressed conference.

19. RETURN TO ANNUAL REPORT AND ACCOUNTABILITY SLOT

Further questions were put and responded to on:

- Public Sector Equality Duty and reasonable adjustments

Following the earlier acceptance of the Vice-Chair Finance report, the Annual Report including 2015 accounts, was **adopted**.

20. PROBATION JOURNAL REPORT

Emma Cluley provided the report on behalf of the Editorial Board of the Probation Journal.

21. CHANGEOVER OF OFFICERS

A speech of thanks was given by Ian Lawrence, General Secretary to outgoing Vice-Chair (Probation) Dave Adams with a miner's lamp presentation and Tina Williams (Vice-Chair Probation) was welcomed to the stage.

22. HEALTH AND SAFETY COMMITTEE MOTION: Lone Working

On behalf of Campaigning Committee, it was proposed by Jill Narin and seconded by Jo Perkins, that:-

“As budgets are cut and working practices change there are many professions where lone working in the community has become the norm. The introduction of mobile technology, reduced offices across the whole of probation and Cafcass, hot-desking and fewer staff on the front line, are likely to cause lone working to be pushed into the limelight. In the last 12 months within one CRC area, staff were moved out of their shared office with the NPS before the next office had opened. Many of the staff were expected to continue to carry out their work without having a base from which to practice, something already experienced by colleagues in Cafcass. Whilst the risks faced by lone workers are similar to other workers in probation and Cafcass, the hazards are greater due to the fact that they are on their own.

This AGM calls upon the Health and Safety Committee to undertake a survey of members to see how prevalent lone working practices are becoming and what processes are in place to protect staff in these environments. We then call upon Napo to develop guidance for members advising on their rights and responsibilities if/when lone working.”

The motion was **carried**.

23. NATIONAL EXECUTIVE COMMITTEE MOTION: Pay Claim

On behalf of South Yorkshire Branch, it was proposed by Esther Barton and seconded by Sarah Wake, that:-

“AGM is concerned that probation staff’s pay has been decreasing for years and more rapidly since incremental progression was slashed. The pay claim for 2016-17 is supposed to include this as part of the negotiations, but concerns remain that equal pay claims will not be pursued legally as part of this, if the employers refuse to makes the changes we feel we deserve.

There is case law supportive of this on the basis of age and gender discrimination. Thousands of staff, mostly PO grades and mostly female, are paid in the region of £6000 less than someone at the top of the scale for doing exactly the same job. To reach the top of the scale now takes over 20 years.

Consequently, we want assurances from the national Officers that equal pay claims will be pursued through legal routes if the employer refuses to address these issues as part of the pay negotiations.”

The motion was **carried**.

24. NEGOTIATING – PROBATION COMMITTEE MOTION: Time off for trade union duties and facility time

On behalf of Napo Cymru, it was proposed by Migden-Sue Roberts and seconded by Ian Jones, that:-

“Effective and constructive operation of trade unions at a local level are vital for positive employment relations and are conducive to professional operations and the rights of workers. To operate effectively, statutory law and local, formal recognition agreements provide for time off with pay for carrying out trade union duties and ‘facility time’.

Napo is concerned that, whilst some employers operate provisions reasonably, there has been a growing trend towards unreasonable restriction by management in some areas. This has been heightened by the ideologically driven split between CRCs and the NPS.

For the concept of paid time off to be properly applied, then provision has to be made for necessary workload relief which should be factored in to workforce planning calculations. Failure to do so effectively has resulted in undue work pressure on Napo branch officials and other workers within their teams who are pressed to take on additional work in the absence of adequate staffing provision.

This AGM instructs the Officers and Officials to secure national agreement with the employers on a fair and uniform method of applying obligations for time off for trade union duties and ‘facility time’ across all areas in the cause of positive employment relations.”

The motion was **carried**.

25. NEGOTIATING – PROBATION COMMITTEE MOTION: Defend national collective bargaining

It was proposed by Chas Berry and seconded by Alec Price, that:-

“The National Agreement On Staff Transfer and Protections signed 28th January 2014 gives a specific undertaking to protect national collective bargaining. This is summarised in paragraph 21 where it states:

“It is agreed that the existing national collective bargaining arrangements will continue in the CRCs and NPS on 1 June 2014 by means of the Staff Transfer Scheme. The NNC and SCCOG machinery will also continue to apply to new staff.”

Post share sale a number of CRC owners are threatening replace national collective bargaining with completely local arrangements. While a few staff may benefit from locally competitive local pay and conditions, in all likelihood this will result in a ‘race to the bottom’ in most areas. More importantly, it will torpedo Napo’s stated aim of achieving a nationally agreed, fair and equitable pay structure.

Officers and Officials are instructed to oppose any attempt to break up national collective bargaining and to launch a campaign amongst members in any CRC that threatens to withdraw from current NNC/SCCOG arrangements.”

The motion was **carried**.

26. DVD SHOWING PRIDE + GUEST SPEAKER

Dai Donovan (BECTU trade union official) shared his experiences of the events depicted in the film *Pride* and commented on the relevance of the film to today’s workplace.

27. PRESENTATION TO MIKE MCCLELLAND

Ian Lawrence, General Secretary, thanked Mike McClelland, recently retired national official, for all his hard work on behalf of Napo and presented him with a gift.

28. NOTICE OF EMERGENCY MOTION

Conference voted on whether the notice of emergency motion on 'AN INSPECTOR CALLS' should be considered as an emergency motion to be included in conference business. The vote to hear the emergency motion was **carried**.

29. MONITORS' REPORT

Urfan Amar, Lead Monitor, gave a report on behalf of the monitors.

30. PROFESSIONAL COMMITTEE MOTION: Written out or written off?

On behalf of Professional Committee, it was proposed by Jan Clare and seconded by Nick Peake, that:-

“With TR the drive for ‘speedy justice’ moved on apace increasing demand for more ‘short form’ reports based on minimal information. Also more defendants sentenced without reports.

The pre-sentence report was intended to provide offence analysis, thorough risk assessment, a proposal for sentence to reduce risk and reoffending and was used as a starting point for future work with service users. Probation workers have specialist knowledge. Now workers in CRCs cannot directly inform the court or write PSRs. This skill will soon also be squandered in NPS case management teams. So little time afforded to the preparation of PSRs means corners are cut and the value of the PSR diminished. Adequate safeguarding checks, central to risk assessment and public protection, are not always made. Ultimately this risks increasing prison populations and serious further offences.

The demise of the PSR erodes professional probation practice. It is vital that Napo reasserts the importance of high quality pre-sentence assessment as critical to sentencing and the safe allocation of cases. This issue needs to be addressed by Napo as a matter of urgency, particularly when role boundaries and upholding the professional role of probation workers are being discussed.”

The motion was **carried**.

31. CAMPAIGNING COMMITTEE MOTION: TR: IT ISN'T WORKING

As a composite of Motions 15 and 16, on behalf of East Midlands and South Yorkshire Branch, it was proposed by Steve Bradley and seconded by Sarah Wake, that:-

“This AGM builds upon the resolution overwhelmingly passed at last year’s Conference which exposed the shocking consequences of privatisation.

Transforming Rehabilitation is not working; it is disastrous for staff and for service users, and exposes the public to unnecessary risk.

This AGM will co-ordinate a campaign for late in 2016 when all members will seek a surgery meeting, over a 2 week period, with their MP and will blitz their local media to present the reality of the current meltdown in the NPS and CRCs. Nationally Napo will provide a comprehensive briefing paper for those meetings to include “horror stories”. Branches will call upon recently retired members, alongside branch post holders, to present the evidence in order not to compromise those staff now muzzled by civil service rules.”

The motion was **carried**.

32. EQUAL RIGHTS COMMITTEE MOTION: Hidden Disabilities

On behalf of West Yorkshire Branch, it was proposed by Iqbal Bhogal and seconded by Helen Saunderson, that:-

“Conference believes disabilities, including mental health, that have no outward physical sign are too often ignored or unsupported in the workplace. In many cases people with hidden disabilities are often subjected to bullying and harassment. As a result workers could be prone to hiding their disability, suffering in silence with fear, which discourages workers from disclosing their condition.

There are around 11.9 million disabled people in the UK; this is roughly 19% of the population. By 2020 it is estimated that nearly 60% of people over 50 will have a long-term health condition.

Conference believes we need better access to information and assistance to help reps and employers understand that individuals affected by hidden disabilities need support that is specific and tailored to that individual.

Conference calls upon Napo, to develop a campaign around hidden disabilities. This will include:

- what constitutes a ‘Hidden Disability’;**
- developing a fact sheet to advise members who may have a hidden disability of their rights at work;**
- holding training and awareness raising seminars on Hidden Disabilities for union reps and full time officials;**
- lobbying to encourage probation and Cafcass employers to adopt a standalone disability policy.”**

The motion was **carried**.

33. CONSTITUTIONAL AMENDMENT: Permit agency staff to be full members of Napo

On behalf of The Four Shires Branch, it was proposed by Gordon Jackson and seconded by Deb Borgen, that:-

“Napo The Four Shires (TFS) asks:

This Annual General Meeting (AGM) to amend the constitution by inserting a new subsection 4 (a) (vii) Membership Eligibility, which will read as follows:

“Those employed by agencies though working in an organisation delivering probation or family court services.” “

The constitutional amendment was **carried**.

34. EMERGENCY MOTION A: AN INSPECTOR CALLS

It was proposed by Keith Stokeld and seconded by Steve Bradley, that:-

“This AGM takes no pleasure in sending the message loud and clear to all who should be concerned that the thin veneer of the social cohesion once provided through a unified Probation Service has been worn to threadbare proportions.

The recent HM Inspection reports on Durham and Derby CRC areas expose multiple failings, particularly relating to safeguarding and public protection, and which are subsequently attracting negative press coverage.

This AGM calls for the risks highlighted in the inspection reports to be used as a basis for collaboration between all parties, including CRC owners, to press for an immediate reversal of the measures that lead to the failings identified in the report.

This AGM also calls for adequate funding for CRCs and exposure of the shortfalls of E3, especially those that divide the NPS and the CRCs.”

The emergency motion was lost.

SATURDAY

35. QUORUM

It was confirmed that the meeting was quorate.

36. NOTICE OF EMERGENCY MOTION

Conference voted on whether the notice of emergency motion on 'NEC REFORM' should be considered as an emergency motion to be included in conference business. The vote to hear the emergency motion was **carried**.

37. CAMPAIGNING COMMITTEE MOTION: Workload Campaign

On behalf of South Yorkshire Branch, it was proposed by Esther Barton and seconded by Pete Nowell, that:-

“This AGM remains concerned for the second year in a row that, despite a motion on workloads being passed at the 2014 AGM, and concerns being raised that no progress had been made at the 2015 AGM, nothing effective has been done to pursue this by Napo nationally.

Workloads continue to be unacceptably high, both in the CRC and the NPS and this is not sustainable. It creates unacceptable levels of stress, leads to staff illness and to resignations from staff unable to cope anymore

AGM wants confirmation that a workload campaign will be organised and fought, accurate workload timings will be pursued and there will be a workload measurement tool that accurately reflects the work we do.”

The motion was **carried**.

38. NATIONAL EXECUTIVE COMMITTEE MOTION: Sodexo Booths

On behalf of South Yorkshire Branch, it was proposed by Pete Nowell and seconded by Carol Jones, that:-

“This AGM wishes to reiterate the fact that Sodexo’s booths are not fit for any kind of professional or probation working practice. The lack of confidentiality and constant breaches of data protection place both staff and service users at risk.

Given Sodexo’s planned ‘retrofitting’, abject refusal to remove the booths from the workplace and to provide confidential interviewing facilities, this AGM therefore calls upon Napo nationally to register a formal dispute with the owners of the Sodexo CRCs, with a view to campaigning professionally, politically and industrially to have the booths consigned to the dustbin of probation history.”

The motion was **carried**.

39. PROFESSIONAL COMMITTEE MOTION: Cheap services cost lives

On behalf of Campaigning Committee, it was proposed by Jill Narin and seconded by Guy Tilbury, that:-

“As predicted, since TR, there has been a rapid deterioration in gathering, assessing and sharing information essential to risk management and safeguarding. From the point of Court appearance, the drive for speedy and cheap justice means that a large number of defendants are sentenced without a report or on the basis of a short format report. Neither of these situations allow for necessary safeguarding checks.

Predicted difficulties of communication between the NPS and CRC have been exacerbated by the physical separation of operations. This has resulted in failures to share crucial information essential to manage risk. Inconsistency of practice means that in many areas the benefits of multiagency working such as attendance at MARAC and liaison with MASH has been lost.

Serious case reviews/SFO investigations have consistently cited the central role of a failure of communication, particularly between agencies. The risk of vital information getting lost or miscommunicated has been dramatically increased by the TR split. Sensitive information potentially now passes between several individuals, IT systems and agencies.

This AGM, therefore, calls upon Napo to gather examples and widely publicise this scandalous and dangerous state of affairs.”

The motion was **carried**.

40. Campaigning COMMITTEE MOTION: Jeremy Corbyn and TR reversal

It was proposed by Cyril Cleary and seconded by Jeremy Cameron, that:-

“This AGM is aware that the introduction of TR (Transforming Rehabilitation) by the Conservatives and Liberal Democrats has been catastrophic. Napo believes that Jeremy Corbyn is the only party leader with the ability and commitment to re-form an effective national Probation Service, based on the necessary professional and ethical values, and run in the public interest, not for private profit.

This Union will therefore support the Labour Party, led by Jeremy Corbyn, in any campaign which includes the re-instatement of such a national, amalgamated public service.”

The motion was **carried**.

41. PROFESSIONAL COMMITTEE MOTION: One Probation One Profession

On behalf of Probation Negotiating Committee, it was proposed by Jamie Overland and seconded by Chris Winters, that:-

“This AGM welcomes the ‘One Probation One Profession’ initiative which aims to pull together a coherent campaigning strategy on professional issues, covering all employees in probation regardless of their grade or by whom they are employed.

AGM welcomes that all members have been consulted directly and have had an opportunity to comment on the draft strategy. This consultation informed the production of the ‘One Probation One Profession’ – Napo’s professional strategy for probation document – circulated to all members ahead of the AGM.

Accordingly, this AGM:

- 1) recommends adoption of this document and urges all Napo Officers, Officials and representatives to press for the implementation of its recommendations;
- 2) calls for a Napo Professional Network to be set up, to facilitate ongoing debate, discussion and information-sharing between members on professional issues. This Network should be supported by Professional Committee;
- 3) calls for all members to be informed of progress periodically during the year.”

The motion was lost.

42. NOTICE OF EMERGENCY MOTION

Conference voted on whether the notice of emergency motion proposed by the Family Court Section should be considered as an emergency motion to be included in conference business. The vote to hear the emergency motion was **carried**.

43. MONITORS’ REPORT

Urfan Amar, Lead Monitor, presented the report.

44. HEALTH AND SAFETY COMMITTEE MOTION: Stop TTIP (Transatlantic Trade and Investment Partnership) free trade treaty

On behalf of Health and Safety Committee, it was proposed by Amanda Fisher and seconded by Nicola Kenney, that:-

“This AGM agrees to campaign against TTIP and calls on Officers and Officials to alert our members as to the dangers of the treaty.

TTIP is being negotiated between the European Union and the United States - talks have been very secretive. The treaty will give transnational companies rights to sue governments if they enact legislation believed to adversely affect profits. This means that safety legislation,

employment rights and food safety laws will be assessed as ‘barriers’ to profits of transnational corporations.

The TUC state that the two main points of concern on health and safety and TTIP are the reduction in standards and the possible provisions to allow companies to sue governments in secretive courts - the ISDS (Investor State Dispute Settlement) clause. These courts will allow any investor to sue a government if they think they are being blocked from making profit in cases where they feel they have not had ‘fair and equitable’ treatment, including health and safety standards. Disputes would be settled in closed, international and “independent courts” led by business experts.

There is a European wide campaign to stop TTIP – we must join this to strengthen workers’ rights, and stop TTIP being used to reduce standards.”

The motion was **carried**.

45. NATIONAL EXECUTIVE COMMITTEE MOTION: Edridge Funding

On behalf of London Branch, it was proposed by Doug Stevens and seconded by Patricia Johnson, that:-

“This AGM is aware that the annual contribution Napo makes to the Edridge Fund was reduced in 2015 from £25,000 to £20,000. At the NEC meeting on 22/03/2016 it was reduced to £10,000, a sum which will not even cover its operating costs. Funding for Edridge was formerly based on a percentage of Napo membership according to policy and current funding is far less than it would be under this criteria.

This AGM believes that the Edridge Fund exists to support Probation and Cafcass staff in financial need and the need for this support has never been greater given the changes our services have faced and are still facing. We believe it is wrong to cut Edridge funding at this time and budget savings should be made elsewhere. We also believe the budget decision countermands Napo policy.

This AGM resolves that Napo should immediately reinstate Edridge funding at the rate stated in the policy and hold a review into whether the percentage should increase given that we have fewer members. “

The motion was **carried**.

46. HEALTH AND SAFETY COMMITTEE MOTION: Women’s Health Matters

On behalf of West Yorkshire Branch, it was proposed by Iqbal Bhogal and seconded by Emma Romanowicz, that:-

“Both men and women can face various health challenges as they get older. An estimated 3 ½ million women over the age of 50 are currently in employment. This number will rise as the retirement age in occupational pension schemes for women increase. However, women have a particular health issue which is largely ignored in the workplace - the menopause.

Over the past few decades, the issue of pregnancy is now a feature of HR thinking, with support networks, advice and understanding. However, there is little support for women going through the menopause.

If performance were affected by symptoms that could be attributed to a different medical condition, there would be far more acceptance and allowances made.

Conference understands that high workplace temperatures, poor ventilation, toilets, which are not always easily accessible, or lack of access to drinking water at work can exacerbate the symptoms.

Conference urges Napo to:

- **highlight the issues of the menopause for women in the workplace;**
- **promote sickness absence procedures which can take account of menopause related sickness absence;**
- **encourage openness and discussion amongst women members;**
- **promote training/awareness raising about menopause within probation and Cafcass.”**

The motion was **carried**.

47. NEGOTIATING - PROBATION COMMITTEE MOTION: Unfair termination process by the Probation Qualifications Advisory Board (PQAB).

On behalf Napo Cymru, it was proposed by Peter Robinson and seconded by Rob Thomas, that:-

“Napo notes with dismay that members have been dismissed from their employment with the NPS and CRCs in direct consequence of decisions by a sub-committee of the Probation Qualifications Advisory Board (PQAB) to terminate their continued participation on the qualification programme. Such decisions have left the relevant employers without reasonable alternative but to terminate contracts of employment for which continued participation was an essential term.

The decisions of the sub-committee in question were taken summarily on the basis of reports from local NPS personnel without any provision

for due process such as the right of response or representation to the PQAB. Furthermore, no opportunity was provided for appeal against the decision to terminate participation notwithstanding the consequence of loss of employment.

This AGM instructs the Officers and Officials of Napo to correct any such unjust process through its discussions with the PQAB and to ensure that any future arrangements for probation qualifying training conform fully to the principles of natural justice.”

The motion was **carried**.

48. NEGOTIATING - PROBATION COMMITTEE MOTION: The Efficiency, Excellence and Effectiveness (E3) Programme and YOTs

On behalf of Professional Committee Branch, it was proposed by Nick Peake and seconded by Chas Berry, that:-

“Napo is deeply concerned by the threat E3 poses to the welfare principals and aims of the Youth Justice System.

Probation staff have always been seconded to YOTs in line with evidence-based research, which demonstrated that multi-agency team working is the best way to reduce youth offending. The dominant ethos of the YOT ensures that long term, often complex, welfare needs of young people are addressed quickly. Thus, seconded POs work within the Youth Justice Board framework, not within that of the NPS. Until E3 this was always accepted by probation areas.

Proposed E3 reforms to the PO role within YOTs are both unrealistic, in terms of expectations of workload, and divisive due to the differing function being carved out for them. The changes appear to be based solely upon cynical cost cutting, not upon hard evidence that they would achieve the efficiency, excellence and effectiveness which the document describes.

This motion proposes that Napo:

- **insists that the underlying tenets of Youth Justice remain with the Youth Justice Board, not with NOMS;**
- **resists the changes put forward through E3;**
- **argues for overall management of probation staff in YOTs being implemented via local structures. “**

The motion was **carried**.

49. EMERGENCY MOTION B: NEC REFORM

It was proposed by Jamie Overland and Carolyn MacDonald, that:-

“Following the cancellation of September’s NEC and the inaccuracy of the previous two meetings, the AGM feels that reform of the functioning of the NEC is required to ensure it can execute its duties and responsibilities in carrying out the mandates of AGM.

This AGM has heard a passionate speech about the need for accuracy in order to conduct business. This is as true for the NEC as it is for AGM and this AGM calls on TUO Committee, as a matter of urgency, to consider how the NEC can best execute its duties in order to function effectively throughout the year. This AGM instructs TUO Committee to meet before the next NEC, then report to it, or the Officers’ Group should the next NEC be inaccurate.”

The motion was **carried**.

50. EMERGENCY MOTION C:

It was proposed by Nicki Kenney and Jay Barlow, that:-

“This AGM is extremely concerned to learn, only yesterday, that Clause 29 of the Government’s Children and Social Work Bill published last week in Committee will give powers to exempt local Councils from their current legal duties affecting all social care services for children, including child protection, family support, the care system, the leaving care services and services for disabled children. It would expose children to a ‘postcode lottery’ of protection.

The very system which should protect children from abuse will be open to abuse of a different kind from the private profit-making companies who have stolen the work of the Probation Service.

These changes will impact on all Napo members in both probation work and the Family Court Section. This AGM instructs:

- i) The Napo Professional committee and Campaigning committee to work together with the Family Court Committee, to join the Together for Children Campaign to oppose the Bill which is before the House of Lords in October.**
- ii) To campaign with the Parliamentary Family Justice Committee to highlight the dangers inherent in this proposed change and to oppose the Bill.”**

The motion was **carried**.

51. GUEST SPEAKER

Mike Rolfe, National Chair of the Prison Officers’ Association (POA) addressed Conference.

52. CLOSURE AND THANKS

Co-Chair Yvonne Pattison closed the Conference thanking all those members attending. She thanked Steering Committee; Napo admin staff (Annoesjka Valent, Kath Falcon, Keith Waldron, Taytula Burke and staff back at Chivalry Road keeping the office open; Yvonne Smith, Jane Bailey, David Walker, Ceri Moxham and all the staff on duty at St David's Hall; stall holders; the monitors; the stewards; the Edridge Fund; all the speakers at Conference and fringe meetings including all Guest Speakers; the providers of the evening entertainment Brown's Disco and Hump the Bump; Julia and Becky, the staff from the Crèche Nipperbout Active Childcare; Stefano Cagnoni, the photographer; and all the Officers and Officials.