



HM Prison & Probation Service

Ian Lawrence, NAPO
Ben Priestley, UNISON
George Georgiou, GMB Scoop

By email

Amy Rees
Director General of Probation and Wales
HM Prison and Probation Service
3rd Floor Churchill House
Churchill Way
Cardiff CF10 2HH

e-mail: DirectorGeneralProbation@justice.gov.uk

23 June 2021

Dear / Annwyl all

Job Evaluation Scheme process

I am writing to you following a series of outcomes from the Job Evaluation Scheme process that have placed roles at a grade lower than the indicative banding. The scheme has a long and proud history, but in recent years there have been too many results that do not accord with the outcome that both we and you would have predicted given the responsibility vested in the roles. I am concerned that this pattern of results risks undermining confidence in the operation of the scheme. To address this, I propose that we undertake a joint piece of work to review what factors have recently contributed to the JES scheme not being able to return the outcomes that we would expect. To be clear, this is not a review of the detail of the scheme itself, but rather how the scheme is operating and what we can do to improve confidence in the outcomes it returns. If you agree, I would propose this review takes place over the next 4-6 weeks.

We had planned to submit appeals for the Unpaid Work Manager, Programme Manager and Treatment Manager roles next week. Thank you for contributing to that process. On balance, I think it is now right to defer submission of those appeals so that we can take into account any lessons learned from the review process. We will want to communicate this to staff, explaining the rationale for delaying, and emphasising the pay protections that you negotiated on their part continue to apply for the next three years.

The outcome of the Performance Manager appeal is not in line with our expectations and I ask that we jointly agree to set that decision aside and allow a further appeal to be submitted. I believe that is a necessary response to this situation but recognise this is an exception from normal process and one that we are unlikely to want to replicate in future. If agreed, our approach to preparing for that appeal will mirror the work we are doing with you and staff on, for example, the Unpaid Work Manager role.

I would welcome your support for both the joint review and the proposed timeline and approach to the roles described above.

Yours sincerely / Yn gywir

Amy Rees,
Director General of Probation and Wales, HM Prison and Probation Service
Cyfarwyddwr Cyffredinol y Gwasanaeth Prawf a Chymru, Gwasanaeth Carchardai a Phrawf EM