

CRC News

For Napo members working in the KSS CRC including members formally employed by Working Links.



Napo General Secretary
Ian Lawrence
Twitter: @ILawrenceL

Pay negotiations set to commence

Ian Lawrence reports 15.03.19

Following the decision by Ministers and the MOJ to commission SEETEC (via the KSS CRC) to manage the CRC areas previously operated by Working Links, the Probation trade unions have had initial engagement with senior management where we have set out our agenda on behalf of our members.

What's been happening?

The pace of events before and after the widely predicted and welcomed demise of Working Links meant that Napo and our sister unions had to move quickly in discussions with senior HMPPS and MoJ management. Our priorities were to ensure that staff were given the required legal notice of transfer to their new employer and that wages were received on time.

An urgent meeting then took place with the employer where we heard about the initial plans by KSS CRC to stabilise operations across the ex-Working Links CRC footprint. We also explored how we should seek to build a new industrial relationship in place of the three-year dispute with Working Links.

The employer set out its intentions to bring about an increase in staffing and to address the serious operational problems that they have inherited including those identified by reports from HM Inspector of Probation.

Whilst this early exchange was generally positive, the attached letter from the unions to the KSS CRC Chief Executive, explains our collective concerns on a number of fronts and sets out how we expect to see meaningful negotiations take place on the key issues that affect staff.

A decent pay rise for all!

Obviously, the situation in relation to pay is our number one priority. Here we have reminded the employer of the commitment they gave at our first meeting that (unlike Working Links)

they were prepared to engage in formal negotiations on pay.

The unions want to make early progress here, and are seeking to reach an agreement that will see pay parity established across the newly enlarged KSS CRC. We will also be asking the employer to seriously consider our joint national campaign for the harmonisation of CRC pay rates with those of the National Probation Service.

The unions will shortly be submitting our formal pay claim in advance of these negotiations, which will get underway on the 9th April.

Implications for staff in Wales

Another important priority is the work that the unions are involved in relation to the transfer of Offender Management work from the KSS CRC into the NPS Wales. This pre-dated the demise of Working Links, and local representatives from the unions with support from senior full time officials are preparing to engage in discussions with the relevant CRC/NPS managers. Our aim is to ensure that the transition of this work is conducted safely and efficiently within the proposed timetable of November 2019.

More details about what this will mean for staff will follow once discussions have taken place towards the end of the month.

More news will follow from Napo and our sister unions as soon as it is available.

Please contact your local Napo Branch reps to ask about the work they are involved in or how you can help with our local and national campaigns.

Napo Wales: Pen Gwilliam, Ian Jones, Migden-Sue Roberts and Lisa Robinson

Napo Western: Ceris Handley and Ruth Oval

Napo South, South Western: Dino Peros, Denice James, and John Brownlow

Members can also contact me (via your private email) in total confidence at

Gensec@napo.org.uk

Regards

Ian Lawrence

***Napo members standing together in
UNITY in defence of your jobs, fair pay
and safer communities.***