



# National Offender Management Service

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**National Offender Management Service**  
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Via E-mail

Ian Lawrence, NAPO  
Ben Priestley, Unison  
David Walton, GMB Scoop

11 May 2016

Dear Ian, Ben and David

I attach a proposed agreement between the National Probation Service and NAPO, Unison and GMB Scoop as our recognised trade unions. The agreement sets out how we propose to implement the operational changes resulting from E3 in a way that protects the rights of our staff and your members.

The text of has been the subject of detailed discussions. I know that you have provided strong representations throughout on points of particular relevance to your members. It is a positive sign of the strength of our working relationship that we have been able to work through those points of difference and move towards common ground on the best approach to implementing what clearly amount to significant organisational changes. The agreement represents a good, fair and workable basis for the implementation of E3.

I want to highlight in particular our commitment in the agreement to implement E3 without recourse to compulsory redundancies. That is an important reassurance to your members and reflects our clear commitment to maintaining and investing in the professional and dedicated staff group within the NPS.

Just as important are the statements of principle in the agreement. It is essential that we implement E3 in a way that is transparent and fair for staff. The implementation of E3 will not be without its challenges and I am all too aware that there are individual members of staff who will view the changes negatively but the agreement commits to an approach that will deliver on those statements of principle.

This is a document on which we have reached agreement nationally with one specific exception: the allowances that are in scope for pay protection. We are committed to ongoing dialogue and will continue to listen to representations on this specific point. But I do not think it is helpful that we delay circulation of the agreement as it stands given the vast majority of it

is agreed and the positive reassurance that it provides to staff. My expectation is that we will formalise this agreement by the end of May and in advance of implementation starting

I look forward to maintaining positive, open discussions with you each as we progress to implementing E3.

Yours sincerely

Michael Spurr

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