

# **Napo AGM 2023 CONFERENCE DOCUMENT**

## **EMERGENCY MOTION EM 1**

Short Title: **CEO of Cafcass needs to engage with the Trade Unions to effectively address the Recruitment and Retention Crisis.**

This AGM expresses its disappointment and its dissatisfaction that the Chief Executive of Cafcass, Jacky Tiotto, has not engaged with trade unions in respect of our pay claim or to discuss the continuing unsustainable high workloads that Cafcass staff endure.

On 3<sup>rd</sup> October this year, in an interview with 'Children and Young People Now', the Cafcass CEO was reported as saying that "Cafcass was a great place to work, offering high quality training, good annual leave entitlement and low caseloads", but was "unsure of what measures were needed to tackle the problem of staff retention."

These astonishing statements, linked to the lack of engagement with the trade unions over the recent pay claim and the 4% pay offer, which took effect from 12<sup>th</sup> October (after a ballot for industrial action failed to reach the legally required threshold) have led to this emergency motion. We are asking AGM to instruct the General Secretary and National Officers to seek an urgent meeting with the Cafcass CEO which will address:

- the reality of excessive workloads in Cafcass;
- the effect that this is having on the recruitment and retention of staff, which is approaching crisis proportions.

Napo will additionally propose, as an interim measure, that the Cafcass CEO should seek authority to increase all salary points by £2000 per annum from 1<sup>st</sup> January 2024.

Proposed: Paul Walker

Seconded: Jay Barlow