



JTU16-20

27 May 2020

## ADVICE TO CRC MEMBERS ON UPW RECOVERY PLANS

The probation unions were concerned to learn this week that HMPPS had issued a request to CRCs to restart Unpaid Work with effect from 1 June.

The HMPPS CRC contract management team wrote to CRCs this week in the following terms:

*'The imperative now is to commence increased delivery of services where it is practicable and safe to do so, and as such from the **1st June 2020** the Authority requires a ramping up of Unpaid work delivery across all CRC contracts. This is in-line with the easing of lockdown restrictions recently announced by the Government.'*

The unions have complained about this surprise announcement to the Director General of Probation at HMPPS. We expressed our concern at the lack of consultation with the unions on the letter and the confusion and worry that this has caused to members working for CRCs.

As a result of the unions' actions today, HMPPS has issued a correction to its initial request to the CRCs in the following terms:

*'For clarity, we are requesting; to be in line with the move to a next phase of relaxation of restrictions (from the 1<sup>st</sup> of June), the Authority would like for CRCs to start working towards the recovery of UPW achieving 25%. We acknowledge that the achieving of 25% will not be immediate as the logistics and notice period will need to play out first. We envisage the 25% being achieved within the first couple of weeks in June. Your Contract management Team of course remain on hand to discuss and locally driven challenges and nuances with you.'*

The unions understand that this correction means that CRCs are actually being asked to incrementally re-start UPW with a view to achieving 25% over the first two weeks of June.

The unions have tabled the following principles as the basis for the recovery programme for UPW:

1. All CRC UPW recovery plans to be the subject of full consultation with trade unions
2. A jointly agreed UPW recovery risk assessment template, including the need for joint risk assessments with UPW beneficiaries, to be developed with the unions prior to the recovery process
3. Risk assessments of every proposed UPW project to be undertaken in association with the trade unions in line with the agreed template
4. At least 2 full weeks' notice of the start of any UPW operations
5. Social distancing to be an integral guarantee of all recovery plans
6. Additional Trade Union facility time to provide for effective local trade union engagement on UPW recovery including workload relief

Members in UPW are therefore strongly advised to speak with their local Trade Union branch for advice if you are asked to undertake any work in connection with the implementation of UPW recovery.