

**JTU 29-2019**

**1 NOVEMBER 2019**

### **STAFF TRANSFER TALKS ON-GOING**

Negotiations are on-going to reach agreement on the best possible terms of transfer for CRC staff who are due to move either to the NPS (offender management staff), or to one of the proposed future private probation providers (interventions, unpaid work, rehabilitation and resettlement).

As previously advised, the unions are seeking an agreement which would allow CRC staff to move onto NPS pay and conditions immediately on transfer to NPS, as well as key protections for staff who are due to move to one of the proposed private providers.

The unions have insisted that the negotiations for the transfer terms cover all staff regardless of their eventual transfer destination. This means that we will ballot all CRC members in England and Wales on the eventual package of transfer terms.

Negotiations on the transfer terms, which took place earlier this week, closed the gap between the unions and HMPPS. However, there remain some key outstanding issues regarding redundancy, pensions and allowances which will not be resolved in time for the unions to ballot CRC members in England and Wales on the final package prior to the transfer of offender management work from the Wales CRC to NPS Wales on 1 December.

The trade unions will continue to work with HMPPS to reach agreement on the outstanding matters until we reach a position where we can ballot CRC members on the best possible transfer terms.

### **WALES OM TRANSFER TO GO AHEAD ON 1 DECEMBER 2019**

In England the staff transfers are not due to take place until 2021. In Wales offender management work will transfer to NPS Wales on 1 December this year, with all other work in Wales transferring to the proposed private providers in 2021 on the same timetable as England.

As advised in our previous joint union bulletin (15 October) the unions asked for the Wales offender management transfer to be delayed to February 2020 to enable the negotiations to complete, but HMPPS were not prepared to do this.

As a result of the negotiations not being concluded, offender management staff who are working for the Wales CRC, and in scope of the transfer to NPS Wales, will move to the NPS on 1 December on their existing CRC pay and conditions. This will be carried out under a statutory transfer scheme which will protect existing contractual pay and conditions.

Where there will be procedural changes for Wales CRC staff moving to NPS Wales in relation to measures such as pay date, annual leave year, trade union deductions and other non-contractual terms, these are being dealt with as part of the measures consultation at Wales level with the unions in advance of the transfer.

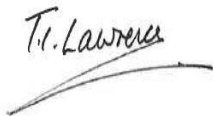
### **BENEFITS OF FINAL TRANSFER TERMS TO BE BACK-DATED**

The unions have obtained an assurance from HMPPS that, as and when the final transfer package has been negotiated, and subject to CRC members voting to accept that package, any enhancements will be applied retrospectively to Wales CRC staff who are due to transfer to NPS Wales on 1 December 2019 and backpay will apply to any increases due at the point of transfer.

### **AGREEMENT ON PROTECTIONS DUE TO SEETEC REORGANISATION UNAFFECTED**

The protections secured by union reps relating to the reorganisation of the CRCs in Wales and the South West following the takeover by SEETEC are unaffected by the above negotiations.

These are separate protections secured around the SEETEC reorganisation and will apply up to the end of the CRC contracts in 2021.



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