

## **NPS Launches its 2017 Operational Plan**

Now that the General Election has taken place, the National Probation Service has advised us that they intend to publish their Operational Plan for 2017.

Napo has ensured that our input was taken into consideration, and the following is a report of what we have said following contributions from Napo Branches and members and the elected National Officer Group.

### **E3 1-1 meeting issues**

The employers have requested further engagement on this matter with Napo, as they accept that there were difficulties in the initial phase and this is a process that is vital for our members. We will continue to push for proper support for Line Managers who are carrying out 1-1 meetings, for meetings to be held only when the Line Manager has the information that will be needed, and for 1-1 meetings to be revisited when new information comes to light or circumstances change.

### **Chapter 1 - MAPPA**

The employers have given the reassurance that there will be no change to MAPPA resourcing and that any changes to job descriptions will follow the agreed process.

### **Chapter 2 - ViSOR**

The employers have offered a reassurance that additional workloads relating to ViSOR use will be taken into account. It will be vital for us to hold them to this. Additionally it is envisaged that (subject to IT constraints) nDelius entries will be able to be copied to ViSOR. The employers have also repeated the commitment to offering an additional time allowance for ARMS assessments (after many months of Napo representations). There is an assurance that ViSOR use won't be rolled out until the new IT project (TTP) comes in and an agreement reached that AT users will be involved in the testing of all IT applications including ViSOR on the new system.

The employers have also agreed that proper training is required for the roll out of ViSOR as opposed to the briefings that were offered when it was originally introduced. The employers have accepted that the additional vetting required for ViSOR use is likely to create additional stress for some staff. The NPS has repeated the reassurance that no one will lose their employment simply because of a vetting issue, unless the information uncovered is so serious that the code of conduct is breached.

The employers have denied that the ViSOR administrator role requires a new job description and job evaluation, this will need to be monitored carefully to ensure that no members are doing work that they are not being remunerated for.

### **Chapter 3 - Sex Offender Interventions**

The employers have assured Napo that the resource model takes into account the new programmes. They deny that merging the Treatment Manager and Team Manager roles causes difficulty and we will need to work with members to monitor the roll out to ensure that any difficulties are addressed. There is however a reassurance that our comments about workloads have been taken into account, with the ratios of TM to staff being reduced in these teams to take into account the additional duties. There will be no new job description for this role and again Napo will work with members to monitor the implementation to ensure that duties being undertaken are appropriately covered by the job descriptions and job evaluation process.

There is an agreement with Napo's representations about making sensible decisions relating to movement of facilitator staff after five years, especially where there are specific circumstances to be considered. Frustratingly the employers still have not given any detail about the mysterious "VQ4 qualification" referred to in terms of non-PO qualified facilitators, despite Napo asking direct questions about it. We will continue to work on this during implementation to get the answers to simple questions that our members need. The employers do make assurances that pay protections will apply to anyone being redeployed and that any redeployment will be done in a way that adheres to agreed processes.

### **Chapter 4 - Administration**

The employers have re-stated that decisions about the use of admin hubs will be made divisionally dependent on need. We need to ensure that Napo reps work locally with the NPS divisional leads to ensure that any decisions are made in consultation and that the proper process is followed in terms of redeployment.

### **Chapter 5 - Complaints**

The employers have noted our suggestions for implementation of the plans; we now need to continue to make the case for the SPOs recruited to the team to have a variety of recent management experience.

### **Chapter 6 - Job Role Harmonisation**

The employers have confirmed that there will not be a new job description for Polygraph examiners; it is simply the line management arrangements that will change.

The employers have re-stated their commitment to providing training that is individually tailored for any staff moving from a specialist role to a more generic one. It is hoped that our members working within the NPS will find this narrative helpful. Any enquiries should be channeled through your Link Officer but where this is not possible then please contact Katie Lomas: [klomas@napo.org.uk](mailto:klomas@napo.org.uk) who will respond as soon as possible.

Please ensure that you bring this briefing to the attention of any of your colleagues at your workplace whom you happen to know are not a Napo member.

**Napo - The Trade Union of Choice for Probation Workers.**

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