

## **Napo AGM 2023 CONFERENCE DOCUMENT**

### **EMERGENCY MOTION EM 2**

Short Title: **The Cutting of Programmes, Careers and Public Protection**

This AGM calls for urgent action to oppose the cutting of programmes and in particular, the loss of expertise that will result from the disbanding of the divisional Sex Offender Units. The need for specialists to work with this complex group is vital if there is to be a policy shift for probation to be a viable alternative to custody.

Alongside this, HMPPS are pushing for a job evaluation of programme facilitator roles with the intention of re-banding all programme staff to Band 3 and the expectation that they will work with all cohorts of clients, including those that commit sexual offences and domestic violence, with little training or support. The employer informed Napo three weeks ago that they want the evaluation to take place early next month. This will be before a transition agreement to protect affected staff has been agreed.

This AGM:

- vehemently opposes the disbanding of the DSOU as this undermines public protection and will ultimately impact on Probation's ability to manage complex cases, especially those clients that come out on the early release scheme;
- instructs Officers and Officials to tell the employer that Napo will not allow a job evaluation to take place before protections are fully agreed;
- opposes the attempts of HMPPS to place all programme staff on Band 3.

Proposer Helen Banner

Seconded Ben Cockburn

## **Napo AGM 2023 EMERGENCY MOTION 3**

Short Title: **URGENT NEGOTIATING AND CAMPAIGNING PRORITIES**

This AGM notes the report by the General Secretary in his speech to AGM 2023 on a range of issues that will require urgent negotiation with senior management or inclusion in our campaigning strategy as follows:

- The formal dispute on 'One HMPPS' which was lodged on 4<sup>th</sup> October 2023 with the Probation service Joint National Council. Conference endorses the request from the Probation Unions for an immediate pause in the implementation of 'One HMPPS'.
- The recent call by the outgoing HM Inspector of Probation for an independent enquiry into the state of the Probation Service and its return to the communities that it serves.
- This week's announcement by the Lord Chancellor on the Prison early Release scheme and its impact on our members which is to be the subject of intensive talks next week prior to the scheduled meeting with the Secretary of State for Justice on 30<sup>th</sup> October.
- The removal of the Divisional Sex Offender Units which is detrimental to the management of those convicted of sexual offences, to public protection, and to the well-being of case managers and the communities we serve.

Conference instructs the Officers and Officials to report on the progress that has been achieved on these issues to the next scheduled meeting of the National Executive Committee together with any recommendations in respect of possible industrial action.

Proposed: Ben Cockburn

Seconded: Carol Doherty

## **Napo AGM 2023 Emergency Motion 4**

Short title: **'Probation needs a Pay Rise'**

On 23rd June 2023 the Probation unions, UNISON, Napo and GMB/SCOOP submitted a pay-reopener claim of an increase in the value of all pay points of 12% effective from 1 April 2023 and an unconsolidated payment of £2,500. Despite repeated promises over many weeks the employer has failed to respond to this pay claim. The failure of pay to keep up with the rising cost of living has led to major cuts in living standards for Probation staff and their families since 2010.

The overall vacancy rate amongst probation officers in March of this year was a frightening 29%. The decline in the value of probation salaries is having a very damaging impact on recruitment and retention. High staff turnover means that the Probation Service cannot adequately supervise people on probation with consequent risks to public protection. To return to 2010 real terms pay probation staff need a 68.7% pay rise. As a comparison, Police Staff and Prison Officers have received 7% pay rises this year.

At the latest HMPPS meeting with the employer on 17/10/23, it was repeated that the ministerial line is that we need to be realistic about a pay reopener.

Conference therefore believes:

- 1) The three-year pay settlement of 2022/2023/2024, of 3.2% per annum is wholly inadequate in the context of historically exceptional UK price inflation rates. These levels of inflation were not predicted at the time the three-year pay settlement was agreed by members of the three Probation trade unions.
- 2) It is completely unacceptable for the employer, despite many promises, to fail to provide a response to the probation unions' pay re-opener claim.
- 3) That in the context of massive falls in real terms pay since 2010, a 12% per annum increase and an unconsolidated payment of £2,500 is a very modest and restrained pay claim.

Conference therefore calls on the Officers and Officials to explore all options to seek to bring the employer back to constructive negotiations to reopen the pay offer, including the possibility of registering a new trade dispute and a consultative ballot of Napo members alongside our sister unions on their willingness to take various forms of industrial action.

**Proposer: Ben Cockburn**

**Seconder: Carol Doherty**