

**PAY PROTEST  
FRIDAY 18 MAY 2018,  
NPS & CRCs**



Update 1 May 2018

[www.napo.org.uk/probation-pay-campaign](http://www.napo.org.uk/probation-pay-campaign)

[info@napo.org.uk](mailto:info@napo.org.uk)

A Napo update on the current pay campaign for CRC and NPS members

# Probation pay campaign

This bulletin explains in more detail why the probation unions are asking members to take part in the pay protest day on 18 May. Further details about the pay claim that the unions intend to submit for 2018 will follow shortly.

Throughout 2016 and 2017, Napo UNISON and GMB sought to constructively engage in negotiations around pay reform. All employers have long recognised the need for reform and the principles around a fairer, more transparent, competitive and sustainable model have been widely debated, with a significant degree of common ground.

Taking 27 years to reach the rate for the job is ludicrous. Two vastly experienced people doing the same job earning thousands of pounds more or less than each other just because one started work in the 1990's rather than the 2000's is ridiculous. That around half of all frontline PSO's and PO are still below the mid-point of the pay range, including some who've been in place for a decade, is irrational. The whole system is uncompetitive and unsustainable.

## Political problems

Pay reform needs to be funded. In the NPS, this means significant additional money coming to the MoJ from the Treasury. In the CRCs, it means either additional funding from owners and shareholders and likely greater losses on the contracts, or further subsidies from the Treasury.

To date, despite regular assurances from senior NPS leaders that probation pay reform is the HMPPS number one priority, the Treasury have not even granted them permission to negotiate with us. The Treasury appears to have totally lost trust and confidence in the leadership of the HMPPS and MoJ. Whilst trying to gain this trust, these same leaders have not been helped by further embarrassments – the latest being the chaos around processing Ill-Health-Early-Retirement (IHER) applications and crude attempts to remove statutory notice for some of the most vulnerable staff being dismissed on ill health grounds. Napo is currently exploring our legal options to challenge this situation.

Additionally, at the end of 2017, these same leaders overspent the HMPPS pay bill, then denied doing so to the unions, before having to eventually admit they had prioritised the pay of an essentially male workforce in the prison service over a predominantly female probation service, just at the time that this Government was championing Gender Pay Equality.

Additionally, the new Ministerial team are dealing with wider financial, performance and/or political challenges arising from the failed TR model.

## Financial, performance and/or political challenges arising from the failed TR model:

- Finding the funding for the extra probation staff that are needed across the NPS
- Needing to bail out the CRC's because of poor contract design
- Through the Gate services (TTG) being described by Inspectors as making no difference
- Critical reports already delivered or expected from the Justice Select Committee, Public Accounts Committee and National Audit Office; or
- Responsibility for Serious Further Offences landing on the Minister's desk as a result of nationalised control and unsafe delivery models instead of local accountability in the NPS.

**The same senior NPS leaders asking you to trust them to sort out probation pay were among those who supported Chris Grayling's reckless reforms to the once gold standard Probation service, so it is easy to understand why this trust is proving difficult to secure.**

**Unions remain willing and able to negotiate but we can no longer credibly sit and wait whilst Government squabbles with itself.**

## *The position of the CRCs*

Likewise, CRCs can no longer credibly shift all of the blame and responsibility for their pay and funding problems onto the incompetence of the TR contract designers in the MoJ. The need for pay reform was a known given before the privateers took on the contracts, as was the MOJ's woeful reputation for contract management and support. Over three years into the contracts, CRC's now have to take some of the responsibility for the liabilities that they chose to take on when bidding to run probation services.

These are among the key reasons why the Unions are launching our Joint Pay Reform Campaign and asking members to help us break the pay deadlock.

## *Our pay reform principles in short*

- All of probation needs a common pay system, supported by a common professional framework and common professional standards developed in consultation with unions.
- A new pay model must be fair, transparent, competitive, sustainable and support the development of professional frameworks and development pathways - from Band 2 posts to senior management and leadership roles.
- This must remove bias and discrimination from the existing system and avoid embedding other conscious or unconscious bias, as seen when Government departments have tried to use performance related pay.
- Government must provide the necessary funding to sustain a common pay framework across probation. They must recognise their debt to probation after prioritising the predominantly male prison service over the predominantly female probation service for almost a decade. This means a fair share whether you're employed by the NPS or on taxpayer funded CRC contracts.
- This will mean agreeing clearly defined pay ranges, with progression to a competitive and sustainable rate for the job in no more than five years, dating back to 1<sup>st</sup> April 2015.
- Transition to this should start in 2018 to support all staff in post on 1<sup>st</sup> April 2015 reaching at least their current contractual maxima by 1<sup>st</sup> April 2020, to remove age discrimination risks.

# Join the pay campaign – the right to negotiate now!

All members are being asked to do three things **now** to support our pay campaign:

1. Tell people about why our pay is unfair. Explain how unfair and irrational probation pay is by using #fairpaynow and #trustprobation on Twitter, Facebook, Instagram and other social media; as well as old fashioned media, like letters to newspapers or just explaining the position to neighbours and friends.
2. Recruit colleagues to join Napo. There will be no stronger message to employers about the validity of our case than showing growing membership. Any staff can join Napo and be covered by our efforts to secure positive equal pay outcomes.
3. Write or visit your local MP, using the guidance and model letter template on the Napo website, asking them to press the Treasury to allow negotiations on pay reform to start now.



## The TR counter-revolution

One positive emerging from the chaos around pay is a growing recognition that the current structure of probation just isn't sustainable. Few if any are still brave enough to publically defend the status quo. Even if the existing model can limp through to the end of the TR contracts a new model has to be found post-2022.

Napo are leading the way in building a consensus for a better publically owned and accountable r model. In February, we launched a national conversation at the Welsh Assembly, with further consultation events being planned around the regions and at our **AGM in Southport on 5 to 6 October**.

<https://www.napo.org.uk/agm>

We believe that the mounting pressure on Government to fund pay reform or face the legal consequences, will also amplify the focus that Napo's campaigning has helped to bring via the media and Parliament on the failed TR experiment.

**Join our campaign for fair pay and respect for hard working Probation Staff and the fight for a locally accountable and publically funded probation service. One service, with unified core delivery, supported by local agencies and partners, with the public prioritised before profit.**