



Ministry
of Justice

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The Right Honourable
David Gauke MP
Lord Chancellor & Secretary of
State for Justice

Your ref: IL/AV 116-18
MoJ ref: 63167

Dear Ian

5 December 2018

PROBATION PAY

Thank you for your letter dated the 13th November 2018. First, I would like to acknowledge the commitment, professionalism and determination of staff in both the NPS and in CRCs which continues to be key to maintaining stability during a period of significant organisational change and challenge. The continued constructive engagement of the Probation trade unions throughout has been an essential element of this.

Strengthening Probation, Building Confidence

Whilst I understand that Napo has formally responded to our consultation 'Strengthening Probation, Building Confidence', trade union engagement is on-going and I would welcome the opportunity to meet with you and the other Probation unions to gain a better understanding of your perspective on this and other important Probation issues. I will ask my officials to arrange a meeting for a mutually convenient time in January next year.

We have, as you will be aware, recently taken urgent action to adjust contracts to provide greater financial stability for CRCs. Since contracts were negotiated, the number of offenders sentenced to community orders has fallen, and there has been an increase in the proportion of offenders assessed as posing a higher risk of harm. Whilst respecting your position, I do believe the mixed delivery model is the right one to achieve the strengthening of the Probation Service. The contract changes that you reference will make CRC income less sensitive to changes in demand and more reflective of their actual cost structures. This increased certainty about future income will enable CRCs to focus on delivering critical operational services.

Pay in the probation service

I am grateful for your kind comments regarding the recent NPS pay modernisation deal. This is important and timely recognition of the professionalism of NPS staff and it is entirely appropriate that we are now able to put in place modern pay arrangements. I also welcome the constructive approach that you and the other Probation trade unions have taken in working with HMPPS officials to address this and other issues of importance to your members during 2018.

In relation to the CRC pay arrangements, pay is a matter for each employer organisation to determine using their own bargaining machinery. I note in your letter that you are engaging with CRC owners on this. The CRCs will need to develop their own pay and reward structures for probation staff which meet and align with their individual business needs and strategies.

Finally, thank you once again for writing and I look forward to meeting in January with the Probation unions to listen further to your views on these important matters.

Yours ever
David

RT HON DAVID GAUKE MP