

# NEWS



## Justice not for sale: time for action!



**Harry Fletcher  
retires**  
Page 5



**From the Chair**  
Page 7



**TUC Black  
Workers  
Conference**  
Page 10

The government has now made official its intention to privatise Probation by 2015. Justice Secretary, Chris Grayling, made the announcement on 9 May, confirming plans contained in the Transforming Rehabilitation 'consultation' paper that 70% of Probation's work will be sold off to companies such as Serco, Sodexo and G4S.

The private sector, will supervise all low and medium risk offenders on community penalties or on licence from prison, with those who pose the highest risk to the public remaining with the rump state sector. They will also deliver probation programmes such as those for sex offenders, gang members and men convicted of domestic violence.

The Minister also announced the extension of supervision to prisoners serving sentences of 12 months or less. This will be provided by the private or voluntary sectors and be funded by Payments by Results schemes. Napo has welcomed the move to address the high reoffending rates of this group by the provision of support, but

argued that PbR simply won't work and that the Probation Service would be best placed to provide this supervision, if properly resourced.

Napo issued an immediate response to the press saying that the move signals the demise of the 106 year old public Probation Service and will be a disaster. Ian Lawrence, Acting General Secretary, told Sky News Live, among other media outlets: 'Probation is performing well; reoffending rates are falling; the public are being protected better than ever before. There is no evidence that the private sector has added any value to the provision of offender services in the past and private providers have no experience of supervising offenders. The decision, which is ideologically driven, will seriously compromise public protection. The plans are being rushed through and no thought has been given to detail. The arrangements for recall to prison and dealing with risk escalation are extremely worrying and are fundamentally flawed.'

*Continued on next page*

# Justice not for sale: time for action!

## Continued from page 1

Napo was able to ensure major media coverage of the announcement, expressing our serious concerns about the plans and countering the many false claims made by the Secretary of State. Branches were also active, with most getting local press coverage and a number of regional radio and TV interviews. South Yorkshire Branch seized the opportunity to stage a 'spontaneous' protest at Nick Clegg's Sheffield constituency office, with a great deal of local media interest (pictured right).

## Segregation policy

The 35 probation trusts are to be told to merge into 21 contract package areas and divide staff between those who will stay with the 30% rump public service and those who will transfer to the private sector. The retained public sector section will work exclusively with high risk offenders and provide information about criminals to the courts while the majority of probation work will be contracted out to private companies or Third Sector providers. Private sector organisations are also expected to recruit small numbers of Probation Officers who do have the professional diploma to supervise those staff.

Trusts will be told to complete the reorganisation by October 2013 and then to co-exist as shadow organisations pending the tendering exercise. It is believed that the shadow organisations will cease to exist in January 2015, when the private sector will take over 70% of the work. Staff will transfer over to the private companies by April 2015. It is thought that the contracts themselves will start to be advertised from August 2013 onwards.

Napo also understands that managers in the 35 Probation Trusts in England and Wales will have to conduct 1:1 interviews with all 18,000 staff in order to determine whether they want to work for the public or private sector in the future. In reality these interviews will need to be completed by the end of August, which is a virtual impossibility. Very few, if any, staff will want to transfer to the private sector because ultimately, or in some cases immediately, they will experience a reduction in pay and terms and conditions.

Probation Trusts therefore will be in an invidious position and be forced to direct staff, mainly probation service officers, to transfer to the private sector. This will leave the door open to probation staff lodging appeals and grievances, which will tie the process up in legal and bureaucratic tangles for months on end; Napo will be issuing advice to branches on how to coordinate



© Paula Jones

this mass action. If the arrangements do result as anticipated in PSOs being forced, disproportionately, to go to the private companies there is also the potential for legal challenge on the grounds of discrimination; and the union will be taking advice on this.

## Mutual's – a lifeboat or a mirage?

Despite plans by a small number of Probation Trusts to develop 'Mutual' organisations to bid against the private sector, it is likely that the vast majority of the 7,000 Probation Service Officers will be outsourced. Napo is exploring what Mutualisation might mean in practice, but the union remains deeply sceptical about this concept within a competitive process that is very clearly weighted in favour of the Private Sector.

## Parliamentary action

Napo is writing to all MPs and supportive Lords warning of the disastrous implications of the plans for the service and for public safety. Napo is arguing that the Probation Service could manage and com-

mission intervention strategies for the under-12 month custodial community (from where reoffending is most regular) if it was allowed to engage with them now. We will also be putting down further Early Day Motions to highlight flaws in the government's plans and to focus resistance in parliament. Members will be asked to lobby and visit their MPs to convince them of the need to support the reversal of these plans. The Ministry of Justice will also be bombarded with parliamentary questions and members of the Justice Unions Parliamentary Group will be seeking debates in both Houses.

## Support the campaign

Meanwhile, members are asked to contact their constituency MP NOW – either individually or with colleagues – and to ask to meet them in the constituency. A model letter and details of how to contact your MP, together with briefings to help you make the arguments, can be found on the Napo website [www.napo.org.uk](http://www.napo.org.uk) 'campaigns section'.

## Napo AGM

Back to Wales in 2013  
17-19 October  
Llandudno

Registration form and draft programme with this issue or register online at [www.napo.org.uk](http://www.napo.org.uk). Make sure you register by 27 September to take advantage of the early bird rate of £45 (£25 retired/unemployed members).



## Branches meet to get organised

**On 26 March representatives from all Napo's Probation branches came together in London for a special meeting to discuss how to maximise the effectiveness of our organising and campaigning at this time of unprecedented threats.**

Acting General Secretary, Ian Lawrence, Assistant General Secretary, Harry Fletcher, and National Official, Ranjit Singh updated branch representatives on the latest developments in the Coalition government's plans for outsourcing 70% of the service and the campaign to thwart them. Delegates then split up into regional groupings to swap experiences, share good practice and discuss how to best organise and campaign locally and regionally in the months ahead. The aim was to be ready to launch an all out campaign immediately the announcement was made confirming the plans.

### Napo organisation

Reps also discussed the need to 'future-proof' Napo by developing ways in which they can communicate with members

without having to rely on the goodwill of the trusts, anticipating circumstances and a time when this might cease.

It was an extremely productive day and notwithstanding all the challenges we face, there was a lot of positive energy and constructive and imaginative thinking in evidence, which was very heartening. These ideas are now being developed and an action plan drawn up to be taken forward, in conjunction with the branches, so that further guidance and suggestions can be circulated and activity coordinated at the local, regional and national levels. Thanks again to all the branches for the great support for this event.

Some of the key ideas coming out of the meeting were:

- Branches to set up local Campaign Committees to coordinate action.
- Branches to develop a local press strategy – with support and guidance from Napo Head Office.
- Branches to coordinate members lobbying of MPs.
- Branches to hold special branch meet-



© Annosjka Valent

ings with National Officers or Officials in attendance wherever possible.

- Meetings to be open to include non-members with the aim of recruiting.
- Branches should start raising the issue of the possibility of having to take strike action at some point and address concerns at an early stage.
- Branches should prioritise getting members home email addresses for times when we cannot rely on using work emails.
- Branches should organise leafleting events – to get members involved and to get the message out to the public – lunch-time leafleting outside offices, shopping centres and community events.
- Branches to develop internal organisation – office reps, activists groups, etc., to get information around speedily.
- Branch activists to make as many local links as possible e.g. trades councils, regional TUC, other unions, anti-cuts alliance groups, other CJS organisations and workers.

**Megan Elliott**  
**National Vice-Chair**

## Napo General Secretary Elections – use your vote!

**The election of Napo's General Secretary for the next five year period will take place shortly by ballot of all members.**

Branches/Section nominations are currently being sought by eligible candidates following the NEC selection process.

Nominations will be made by 14 May.

The members ballot will open on 20

May and close on 17 June. The result will be announced on 21 June 2013.

Ballot papers will be sent to members preferred address. Make sure we have your correct details, and do use your vote! A high turn out shows an active union, which is in itself a signal to the employer and the government that we can and will defend our members' interests.



## Ian Lawrence writes

### The (New?) Probation Abyss – Napo still not for jumping

So now we all know the depth and breadth of the chasm that we are facing as a result of the Justice Secretary's announcement on the 9 May, surely a pivotal moment in the history of the probation service and our Union. Yes, we are at the edge of the abyss but Napo members have made it very clear to me that they have no intention of succumbing to its deceptive and increasingly odious allure.

Just like those before him, this Minister unveiled plans where the word 'new' is writ large as a means of misleading the public about the governments real motives.

New: as in meeting Offenders at the Prison gates (an idea that's at least 100 years old, and which originally gave rise to this great probation regime that Grayling and his cohorts are determined to destroy. New: as in a National Probation Service (we used to have one of those years ago of course) not to be mistaken with the elitist 30% (or even less) version that this government intends to create. This, presumably, on the basis that practitioners who happen at this point in time to be involved in interventions and programmes for 'high risk' service users are deemed by the Justice Secretary to be a superior breed to the 70% majority who are doing something else and will therefore be consigned to the market as a commodity of lesser value. New: as in the inferior contracts that you will be working under when third sector providers will be drafted in to take your jobs using a PbR scheme which has been contrived to suit their commercial agendas.

Napo and our sister unions have already demanded that discussion must take place about the 'segregation plan' via the established NNC negotiating machinery, and by the time that Napo News goes to press we will have followed this up with detailed

advice to branches as to how engagement at JNC level should be properly conducted, and how members can use individual or collective grievances to make their displeasure very clear. At this stage I should say that my contact with a number of Trust Chiefs has allowed me to make it clear that our actions are not anti-Trust but another tool in the survival locker.

Should the Grayling plans meet the ambitious (and hopefully unachievable) timetable that underpins them, then by this Autumn all probation staff will know if they are destined to work either in the 'new' National Probation Service and become Civil Servants, or be at the mercy of whichever potential providers emerge as your next employer from the great probation auction.

### Will Mutualisation save the probation service?

Sorry but no; as the vast majority of probation staff will be left without a modicum of choice as to where and for whom they work.

Napo has spent a considerable amount of time exploring the options for Mutualisation and even supposing that all of the current Pre and Post -contract models make it through 'Dragons Den' we can't yet see a schematic that would retain all of your jobs, protect your national terms and conditions, and make the kind of operating profits that could independently compete against the privateers.

Napo applauds those senior manag-



© Stefano Cagnoni

ers who are trying to do what they think is best for their staff, but the Mutual's lifeboat has not even got off the decks at this stage, and there just wont be room for everyone when, or if, Probation sinks beneath the waves.

### Making ourselves heard

Earlier this month Napo organised an impromptu demonstration outside the MoJ at an event which was held for would be bidders to come and

size up the goods on offer. They got a less than warm welcome from London members and the Chivalry Road team who showed that we don't intend to go away.

It was another example of what can and must be done, and while we will do all we can to follow up on the excellent media coverage that we saw on 9 May, we just cannot rely on the likes of Sky and BBC to show such interest every day. Remember that Napo members locally are far more powerful advocates in terms of what this governments disgraceful gamble with 'risk' actually means to your families, friends, neighbours, politicians and your wider communities.

What we now face is a concerted attack on the probation profession, the denigration of our principles, the fragmentation of the vital services that you provide for individuals, a reduction in community safety and the decimation of a probation service that works.

The message is clear enough, but it needs all of us to deliver it.

## PSO Conference: Continuing Professional Development and the Rehabilitation Revolution

21 June 2013

The Pullman Hotel, St Pancras, London

**Morning:** Speakers include Sadiq Khan (Shadow Justice Secretary), Sue Hall (Chair of PCA) and Ian Lawrence (Acting General Secretary, Napo).

**Afternoon:** Workshops.

Open to all PSO grade members, including Community Service Officers and Approved Premises Workers.

Registration fee – £30. (Branches are encouraged to support attendance by paying the registration fee).

**Contact your Branch Chair/Secretary for further details and a registration form, or Cynthia Griffith on [cgriffith@napo.org.uk](mailto:cgriffith@napo.org.uk)**



## Harry Fletcher – Campaigning for Napo for 30 years

**Harry Fletcher, who as Assistant General Secretary Campaigns and Media, has been the face and voice of Napo in the press and in parliament for over 30 years, retired last month. Harry, alongside Laura Richards a leading criminal psychologist, has launched a new Charity called 'Paladin' which will campaign against stalking and domestic violence.**



© Stefano Cagnoni

Harry joined Napo in January 1983 after eight years with the National Council for One Parent Families, as senior social worker, and three years as a psychiatric social worker with the London Borough of Waltham Forrest.

During his 30 years at Napo he must have attended over 150 NECs, sent out over 500 press releases, written hundreds of parlia-



Harry with MPs (l to r) Andy Slaughter, John McDonnell and Elfyn Llwyd at Napo's centenary celebration.

© Jamina Struk

mentary briefings and drafted thousands of parliamentary questions and scores of Bills. In the past 15 years, scarcely a week has passed without Harry voicing Napo's concerns and praising Napo members' successes on television and radio or in the national and local press. Harry says: 'none of this would have been possible without the support and consistent energy of Napo members. During my time I must have been sent thousands of case histories, hundreds of vital pieces of information and the odd leak!'

### An inveterate campaigner!

Harry has headed numerous successful campaigns on Napo's behalf. He lists the most significant as the 110 Day Remand Rule, Abolition of the Prison Medical Service, the Miscarriages of Justice campaign and the Campaign for Justice for Irish prisoners, including Free the Birmingham Six. He campaigned about the disproportionate number of black people in jail and

inconsistencies in sentencing, flaws with electronic monitoring, and the crisis of prison overcrowding. Recent campaigns have been about Protection from Harassment, Veterans in the Justice System and – not least – the fight to prevent the privatisation of the Probation Service.

Harry says: 'I have campaigned against privatisation over a 20 year period.

The first mention of the pending privatisation of Probation occurred in the Guardian in October 1991. It is great that we are still public – just!'

Arguably, Harry's most successful campaign was the one started in 2011 about the reform of the stalking laws, which he ran jointly with Laura Richards. Harry says: 'In my view this was the most outstand-

ing campaign I have been involved in over the last three decades. In just one year the campaign led to the Coalition government agreeing to introduce a new unique law. This was a fantastic achievement which happened because of a combination of my



A younger Harry.

and Laura's skills. Indeed, Laura has been an outstanding campaign partner.'

While we are sad to lose Harry on a full-time basis, the good news is that he will continue to campaign for Napo in parliament on a voluntary basis during the turbulent months ahead. He will be working closely with Napo's National Co-Chair, Tom Rendon, and the Acting General Secretary, Ian Lawrence.

Ian Lawrence paid tribute to Harry at a small leaving 'celebration' on 30 April, saying: 'Harry has been something of a legend within Napo and his departure will leave a huge gap for us to fill; but his campaigning work over three decades has been massively appreciated by our members and I know that he will be successful in his new venture, which sits squarely with Napo's values and which the union is pleased to support.'

### See you at Llandudno!

Harry, and Laura Richards, have been asked by the Napo Campaigning Committee to run a fringe event at this year's AGM on the success of the Anti-Stalking Campaign and their future plans for Paladin, and we hope that we will be able to toast his success with his new venture there. Harry says he is looking forward to meeting friends and colleagues in Llandudno and saying a proper farewell.



Harry and Laura Richards (centre) receive the Charity Times Campaign of the Year Award 2012.

# Lessons from the part privatisation of London Community Payback

## Pat Waterman, explains the background

Colleagues working in Community Payback (formerly Community Service, then Unpaid Work), had felt that they were a neglected part of London Probation Trust (LPT) long before the transfer to Serco last summer.

Over 10 years ago, following the introduction of Enhanced Community Punishment (ECP), which was supposed to make the sentence a more meaningful experience for our clients, Community Service in London saw a significant reorganisation. Many new roles were created which remained even though ECP was eventually shelved. With hindsight the groundwork was already being done to split Community Payback into two sections: case management and client supervision.

## 'Privatisation blight'

For the past six years the spectre of privatisation, has hung over Community Payback. Previous attempts to outsource failed; the stumbling blocks being data security and pension provisions. But, while all this was going on, CP was left to rot to make it ripe for privatisation.

The bidding process started in earnest in 2011. The unions were invited to numerous meetings with LPT and treated to presentations about the tendering process. We can only begin to guess at the amount of public money devoted to putting together LPT's bid. Despite repeated requests we were never allowed to know the details of the bid. Commercial confidentiality was cited and there was no meaningful consultation.

The announcement in July that the bid had been won by SERCO and LPT was of little surprise to anyone. What was a surprise was the fact that although LPT was to retain the case management function, it announced it would do so in accordance with the Serco model, which demanded that all 68 case administrators posts be 'deleted' and that the number of full time case managers be reduced. We were not told the rationale for this.

## Working to protect members

The branch worked hard in partnership with Chivalry Road to protect the interests of those members staying in LPT and to ensure that the 'window' for Voluntary Redundancy (VR) was extended to enable members to make decisions without feeling under pressure. We made sure that anyone who had already started the PQF was removed from the process and that redeployment opportunities within LPT

were ring-fenced for those at risk of redundancy. In the end the restructuring was achieved without compulsorily redundancies and over 300 LPT staff were transferred to SERCO. However, no sooner was the ink dry on the trade union recognition agreement (pictured right) than Serco announced its plans to make 99 redundancies.

## Sarah Friday takes up the story

The scale of the job losses arising from the privatisation of London CP is one of the most devastating aspects, with nearly 200 jobs being cut from a pre-privatisation total of around 550 (including about 100 casuals).

We were shocked by the speed and number of the redundancies, and complained vigorously – up to a senior Serco managerial level – but were unable to persuade them to reduce the numbers.

We were however able to influence the redundancy process and to persuade Serco to push back the deadline for applications for VR, and to ensure they abided by their commitment to manage the redundancies according to the LPT redundancy procedure.

## Cuts and job losses

By the end of the process, 89 of the 99 redundancies were achieved through VR.

As with any redundancy situation people take VR for a variety of reasons; but there was a great deal of demoralisation as staff saw their 'old way of working' being devalued.

It remains to be seen if the contract can work successfully with such a reduced workforce. Serco claim it can because of new ways of working. Some of these are imaginative, but they could potentially be very problematic and Napo has warned Serco that they could find themselves short of staff. Only time will tell.

Staff transferred to Serco are covered by TUPE (Transfer of Undertakings Protection) regulations, but this is limited. Negotiations around the terms and conditions for those that transferred will no longer come under the remit of the Probation Service National Negotiating Council; instead all negotiations will take place locally through the JNCC. The necessity for compulsory redundancies could not be referred to the Joint



Secretaries and the Probation Service job evaluation scheme does not apply to the new posts.

Staff will no longer have the opportunity to study for PQF. Serco decided not to let their staff undertake the qualification because this training would have involved them working on a secondment with LPT, Serco's competitor: and because putting staff through PQF would not benefit Serco.

## Freedom of information

It is a scandal that when public sector work is outsourced the detail of the contracts are not available to the public. Napo wrote to Michael Spurr to express our concern at a statement made Chris Grayling, to the Justice Select committee in February when he said that there will be 40% savings from the London CP contract. We asked for a breakdown of how he arrived at this figure. How were the costs for LPT delivering CP measured? How much was saved through job cuts and office and workshop closures? How much was spent on redundancy payments? Were the costs of devising the process and drawing up the contract included? The response was couched in the language of 'commercial confidentiality', and so we are no further forward in finding out how much public money was wasted on this contract.

The main lesson to be learnt from this privatisation is that we need to make sure we have a strong membership base in those areas of the service under threat of privatisation. It is galling to hear LPT senior managers say at conferences that the unions did not present a problem in relation to privatisation going ahead. Unfortunately we were in a poor bargaining position in London CP as we didn't have the membership. We need to make sure we are in a strong position to effectively represent members threatened with privatisation. So get out, organise and recruit!

**Pat Waterman, Chair Greater London Napo**  
**Sarah Friday, National Official**

serco

## From the Chair

**After the rumours and the false starts, on 9 May 2013 the government finally gave its response to the Transforming Rehabilitation consultation. They received over 500 responses which were overwhelmingly negative and concerned with privatisation of justice as a principle and the fragmentation of offender management as a practice.**

The government's broad intentions have been known for a while but, as ever in these circumstances, the devil is in the detail. From Napo HQ we have shared members' frustrations at having to 'wait and see' but that moment arrived at last and was a proud day for Napo. A fantastic team effort between the branches and national staff and officers saw media coverage up and down the country. Probation staff were referred to time and again as the professional arguments got a well deserved light shined on them. But if that's the silver lining, it's only the tiny start of campaigning against the dark cloud of profit-driven justice.

It starts to sound a bit hackneyed to describe the plans in Transforming Rehabilitation as 'ill thought through'. First, it's not quite a strong enough description and second, we all know it. But, as the Secretary of State sticks dogmatically to ideology, refusing to listen to evidence and moving ahead at breakneck speed, the cracks begin to show. Hasty and ham-fisted decision making is always open to challenge. Our campaign will be fought on several fronts as we continue our activities in the media and parliament, plan for industrial action and take advice on the legality of the proposals. Members will understand, of course, that it would not be prudent to advertise the finer details of this in *Napo News* which has a surprisingly broad readership.

### Dividing line

Of most concern to individual members, across all grades, will be the instruction given to probation trusts to start dividing the staff up into those who will be retained in the public sector 'National Probation Service' and those who will transfer to the 'market providers'. Some trusts have begun to explain this process to staff, others are yet to do so, and members will rightly demand to know how they will be selected. If your trust attempts to engage you in this process they shouldn't. There is a national negotiating process in place – the NNC (National



© Stefano Cagnoni

Negotiating Council). If trusts try to undermine this process, register a dispute and refer immediately to national Napo. Don't agree anything. If any action in the trust has an impact on you individually, take advice and consider using the grievance procedure. We will shortly be issuing detailed information on the actions that individual members and Napo Reps can take.

One of the appalling ironies in all this is that NOMS and the trusts, after years of attempting to mechanise our work into unit costs, targets and metrics, have finally seen fit to appreciate and work with (rather than against) our professional skills. SEEDS (Skills for Effective Engagement, Development & Supervision) and Offender Engagement finally recognise the skills of the practitioner and the benefit of a supportive environment created by managers and administrators. All this down the pan if we're sold off to the lowest bidder. It simply cannot happen. Our opponents will always try to paint unions as reactionary and anti-change. This is utter nonsense and a coward's response to those of us who stand up for principles. Any economy needs a vibrant private sector where commodities are bought and sold; the administration of justice is not such a commodity.

On a final note, at Napo we say goodbye to Lisa Robinson, National Co-Chair, who has had to step down for personal reasons. I'll miss working with Lisa and I join Napo members in wishing her well. We also say goodbye to Harry Fletcher, former Assistant General Secretary and a tour de force in Napo for over 30 years. There is a tribute to Harry's work in this edition and I am pleased to say that we have been able to financially support Palladin (National Stalking Advocacy Service). This organisation is the culmination of one of Napo's most successful campaigns and we look forward to a close relationship in supporting the victims of stalking.

**Tom Rendon**  
**National Chair**

### Lisa Robinson

National Chair, Lisa Robinson, has sadly decided to resign from the position for private personal reasons. Tom Rendon is currently negotiating for full time release from London Probation Trust to take on the full duties of National Chair in an acting capacity pending the position being subject to a further election process. Napo will keep members informed. Meanwhile, *Napo News* wishes Lisa well and thanks her for her past sterling work for the union.

## Napo Greater London Branch Reps graduation

**Napo Greater London Branch (Napo GLB) celebrated the successful graduation of nine new representatives from their new reps training course in March. The course was a branch development in partnership with the TUC Trade Union Studies Department at Lewisham College.**

Participants attended five days of intensive classroom training, as well as undertaking home and workplace based assignments.

NGLB is seeking to significantly increase its pool of representatives and activists to the highest possible levels in readiness for the challenges ahead and recognises that a strong union is built from the grass roots up and that the skills, training, and enthusiasm of our local reps and activists are crucial to this process.

Further courses are planned for later in the year to meet the demand. Many of those participating plan to go on to take TUC or GFTU training.

We can certainly say that the calibre of our new reps is high and they are keen to get active helping Napo members across London and also wanting to get more involved with Napo activities generally. We very much hope that their enthusiasm will prove to be infectious to all.

The course may also be of interest as a training package to other branches.

**For further information contact David Rahoat**  
**david.raho@london.probation.gsi.gov.uk.**



## Family Court FoCuS

**As I write this, I'm attempting to ignore the grotesque spectacle that is unfolding in London where a repulsive coalition of the rich, the nasty and the feeble-minded are symbolically grinding the faces of working people into the dirt, just as they did when Thatcher was in power. Some comrades have suggested that the best way to show my rejection of Thatcherism today is to perform random acts of kindness. I think that's a brilliant idea!**

### The Questionnaire

With the invaluable help of members of the Section Executive and Negotiating Committees, I have now processed the Questionnaire, which was first published in December's Napo News. There were 145 returns, which is 24% of the Section's membership, and every one of the 17 HoS Areas was represented. I think that the results vindicate what the Section's officers have been saying for the last three years:

- 61% of respondents said that they did not have regular meaningful discussions with their line managers about the allocation of work;
- 47% were unable to access their personal workload weighting scores;
- 51% had been in high amber/high red for 2-6 months consecutively, while 35% had been in high amber/high red for more than 6 months;
- 91% reported working over their contractual hours, while 42% did not take TOIL;
- 71% avoided expressing personal opinions at work;
- 90% either did not understand or did not agree with Cafcass's definition of Proportionate Working;

Among the individual comments made by many respondents were multiple references to the Cafcass culture of bullying, intimidation and reprisals; to low staff morale, de-skilling, stress and other risks caused by overworking; to excessive bureaucracy and prescriptive management, and to the fact that the Workload Weighting scheme still does not accurately reflect the actual work practitioners are doing. The full summary of responses will be circulated to all members and to the Workload Weighting Sub-Committee and the Corporate Management Team. I'm very grateful to those of you who took the time to fill in the questionnaire, though it does worry me that three quarters of the membership didn't think it was important enough to respond.

### Workloads

Meanwhile we are still making progress in the Workload Weighting Sub-Committee towards our triple aspirations to ensure that 'green' is really green (i.e. represents

an average 37 hours a week pro-rata work); that at least 75% of practitioners then get into green and that there are rescue plans for teams and individual practitioners who get stuck in high amber/high red. At the moment the main problem is that every time we really think we are getting somewhere, this is undermined by one particular senior manager, who seems to be on a one-person mission to sabotage the possibility of a new Joint Workloads Agreement ever being achieved.

### The Good News

There is a new phenomenon appearing in some parts of Cafcass, which was hinted at in a few of the questionnaire responses and then reported on by some members of the Executive/Negotiating Committees at a two day meeting we had in the middle of March and which some of us 'vets' find a bit disconcerting. Apparently there have been scattered outbreaks of 'niceness' in some teams! Initial research suggests that there is a relationship between these outbreaks and the fact that the service manager concerned has been internally promoted, something that Napo has been demanding for a while. And something else that Napo has been demanding for a while – the establishment of the 'Enhanced Practitioner' as a proper grade with a job-evaluation and pay scale points – is now on the cards with Cafcass saying that they are prepared to discuss it for the first time.

Most members will be aware that the new T&S policy was implemented on 8 April and you should be beginning to feel the benefit by the time you read this. Your Napo negotiators played a large part in



© Stefano Cagnoni

securing that agreement and also the new, acceptable attendance policy which came into force on 1 April (after mid-day!).

You may have also heard that the Cafcass budget has only been cut by £2 million (it's an indication of the times we live in when a £2 million cut is good news) and that although we've taken another hit in our trade union facility time, it's not as bad as we expected. The elected officers of the Family Court Section will continue to represent you to the best of our abilities.

### Recruitment Campaign

What the Section really needs is more members to strengthen our bargaining position and we are going to launch a major recruitment drive in May. The best thing you can do is to make sure that the recruitment materials actually get to the non-members we have targeted in your office and that you ask them outright to join Napo.

### Family Court Conference

One of the many benefits of Napo membership is free access to the Family Court Professional Conference in York on 23 May. Cafcass will pay your travel expenses and we will pay your overnight accommodation if your journey time makes you eligible. Last year 90 of you attended and said you really enjoyed the event; this year's conference promises to be as good if not better, so get your registration form in now! That's it for this month – I'm off to perform an act of random kindness to the bar staff in my local.

**Tony Mercer**  
National Vice Chair  
[tmercer@napo.org.uk](mailto:tmercer@napo.org.uk)

## Why we need your home contact details

**In this edition of Napo News you will find a prepaid return card about the new online version of Napo News. This card also asks for your home postal address and your home email address.**

The reason we are collecting these is two fold. If we have a ballot on industrial action we are legally obliged to send the papers to your home address so must have this on our database to be able to do so. The reason we need your home email address is so that we can contact you when you are out of the office and also we are aware that some

work computers cannot open the attachments we send out.

We know it is easy to forget to let us know when you move or change email address. So please do complete the contact details section of the card and return it to us to help us get data more up to date or you could click the home contact details button on the Napo website [www.napo.org.uk](http://www.napo.org.uk) and tell us there.

**Even if you know we have your correct home address please do let us know your home email.**

**Membership Department**  
[Membership@napo.org.uk](mailto:Membership@napo.org.uk)



## TUC Womens Conference – Sisters organise

**Napo sent a delegation to this year's TUC Women's Conference which was held at Congress House in London from 13-15 March. The delegation (pictured) consisted of Helen Colley (South Western Branch), Patsy Leeman (Napo Cymru) Sarah Wake (South Yorkshire Branch) and myself (North Yorkshire Branch). Patsy and myself attended as speaking reps and there were also a number of Napo Officers and staff there for part of the conference: Sarah Friday, Caroline Bewley, Megan Elliot and Annoesjka Valent. Members of the delegation also attended the TUC's Pre-Budget rally on the evening of 13 March at Westminster, along with Ranjit Singh.**

means that they are often forced to take part time employment to fit in around these. The motion was passed unanimously and unions were asked to support the Age Immaterial Campaign giving it the highest possible profile amongst its members.

There were a number of interesting motions around the issue of domestic violence including support for victims, the lack of provision for women fleeing violence and the fact that many were forced to migrate to other areas to protect themselves and their families. This gave an opportunity for our delegation to talk about North Yorkshire's 'Making Safe' scheme which provides accommodation for perpetrators and added safety measures for victims allowing them to stay in their own homes; this project won the Butler Trust Award for Public Protection in 2008... Yes, this Public service that the Government plans to dismantle!



© Janina Struk

Conference was well attended by female trade unionists from a diverse range of employments and covered a number of issues relating to women in the workplace and the lack of equality. There were also some interesting topics such as the impact of austerity cuts on victim services and women in general, and problems experienced by women employed in male dominated environments such as the Fire Brigade, construction and as train drivers.

What came across very strongly was a sense that austerity measures would undoubtedly impact on women more harshly than men with, for example, the universal credit system likely to leave more women and children in poverty.

### Ageism

An emergency motion was moved about 'Older women and the Age Immaterial Campaign'. It stated that figures released in February this year showed that women in their 50s earn nearly a fifth less than men of the same age, which is the largest gender pay gap of any age group. This together with the fact that older women tend to face increasing demands on their time to care for parents, partners and grandchildren

### Controversy

Most motions were carried unanimously though one, which looked at females as perpetrators of domestic violence, did cause some controversy. It called for a change in how women are sentenced; generally custody, due to a lack of community based sentencing options. It further asked that the Corston Report be re-examined and note taken of its recommendations. This caused an interesting debate with many speakers for and against and was the only motion taken to the count. It was eventually passed with 112 votes for and 79 against.

Napo's own motion was tabled last; 'Tough but not Intelligent – the Government's Sentencing Plans'. I moved

this and it was seconded by our colleagues from the POA. Essentially this centered around the proposed plans to outsource a public service through competition and gave us a chance to spread the word of how this will impact on our communities and in particular women caught up in the CJS. I finished with a poem giving a strong message to those responsible:

Messrs Cameron and Greyling can't you see  
Your proposals are mindless for you and for me  
Tougher sentences is you view  
But success and reform will reach very few

Women who offend have complex needs  
And more importantly families to feed  
To break the cycle they need support  
Not the fear of prison when they go to Court

So let 'Public' Probation do what it does best  
We manage risk, put us to the test  
The Public sector needs money not cuts  
Please change you mind and show you have guts!!

I am pleased to say our motion was passed unanimously.

A vote was taken to pass one motion to TUC. The successful motion was a composite entitled – 'Women and Employment Rights'; calling for effective equality legislation with day one rights for all workers and statutory rights for union equality reps to protect workers from discrimination at work.

Finally, conference had positives and negatives. It appeared to have a laid back approach to doing business with very little challenge to anything tabled; something which I found frustrating at times. Though it was interesting to meet sisters from other trade unions, all with their own battles to fight and the sense of solidarity in the room was immense.

**Yvonne Pattison**  
**North Yorkshire Branch**

### WIN Conference 2013

**The Power to Shape the Future  
is in Our Hands**

Friday 7 June 2013

Venue: Park Plaza Hotel, Cardiff

**To register your interest to attend or for any questions, please contact Shireena Suleman on [ssuleman@napo.org.uk](mailto:ssuleman@napo.org.uk)**

**women  
+ in napo**



At the TUC pre-budget rally.

© Janina Struk

## Putting Race Back on the Agenda

The theme for this year's TUC Black Workers Conference was 'Putting Race Back on the Agenda'. The Napo delegation (pictured) consisted of Iqbal Bhogal (West Yorkshire Branch), Urfan Armar (Thames Valley Branch), ChinChin Oyolu-Barker (Northumbria Branch), and myself as link National Official.

As last year a lot of the motions and speakers talked about the ravages of austerity on already disadvantaged communities and the disproportionate impact of cuts on black people, but there was a lot more anger in the hall as the cuts are beginning to really bite. One speaker commented from 'recruitment to redundancy the process is stacked against black workers the recession and austerity are making the situation worse'.

Frances O'Grady, General Secretary of the TUC addressed the conference on the first day and she stated that all working families are facing tough times and she particularly highlighted the devastating impact austerity is having on Black and Asian communities. In her speech to conference she mentioned the crisis in youth unemployment saying 'almost six in 10 black men under the age of 25 are without work – double the rate before the crash'.

Frances, as the first woman General Secretary of the TUC, paid tribute to the hard work and commitment of all equality activists, saying that without their perseverance she would not be where she is today and that 'putting race back on the agenda' was crucial to achieving justice for Black people in the workplace.

Another notable speaker was Roger McKenzie, Assistant General Secretary of Unison. Roger stated not only should we put race back on the agenda but, to effect change, we need to put black self-organisation back on the agenda. He said 'Black workers have the strength to make real change and we need to organise to win this'.

There were many other excellent speakers, too many to mention in the space of this short article.

### Deaths in custody

There were also a number of workshops during the course of conference. The Napo delegation attended the 'Deaths in Custody' workshop, which examined why there are a disproportionate number of black deaths in custody and what safeguards can be put in place that will increase the chances of families who lose loved ones obtaining justice. During the workshop a powerful and moving film was played about the struggle of the Rigg family to get justice for Sean Rigg who died aged 40 in police custody in 2008. It was only last month that Police arrested two serving police officers and a



retired police officer on suspicion of perjury and perverting the course of justice in relation to the death of Sean Rigg after a tireless campaign by the family to obtain the facts about how Sean died.

### Napo's motion

Napo's motion to this year's TUC Black workers conference was on the over-representation of Black people in the criminal justice system. It argued that institutional racism exists in all areas of the Criminal Justice System and that there are disproportionate outcomes for black people. It is a fact that black people are more likely to be stopped and searched, more likely to be arrested as a result, more likely to be charged and charged with more serious offences, more likely to be remanded in custody and more likely to die while in remand.

The motion was moved by first time

attender at conference, Iqbal Bhogal from West Yorkshire Branch, and seconded by Unison. In her speech Iqbal pointed out that the Coalition Government has a policy vacuum when it comes to address the inequality in the CJS for Black people. In fact it has taken some significant retrograde steps by abolishing targets for the recruitment, retention and promotion of black police officers and by changing the law in relation to what information needs to be recorded by the police when carrying out 'Stop and Search' powers.

Iqbal also noted that while black people are overrepresented in the CJS they are underrepresented as employees in the police, probation, prisons and the legal profession.

The motion was passed unanimously by the conference.

**Ranjit Singh**

## Learning at Work Day 23 May 2013: 'Many Ways to Learn'

**Learning at Work (LAW) Day is an annual awareness campaign organised by the Campaign for Learning since 1999.**

LAW Day promotes and supports workplace learning events across the country. It aims to draw attention to the importance of workplace learning and skills and encourages people to offer learning to all employees especially those that may not participate in current learning opportunities. LAW Day is part of Adult Learners Week.

London ULRs have put together a comprehensive package for the day including therapy taster sessions and having local Colleges and other organisations on hand to offer advice.

Across the country, other regions are focussing in particular on employees who wish to access the Probation Qualification Framework and the Case Administrators qualification.

Areas running LAW Day events are at the time of print: Thames Valley, London, West Mercia, Warwickshire, Staffordshire and West Midlands and Bedfordshire.

Why not ask your local ULR for details about your local LAW events. If you do not know who your local area ULR is, the contact me Briony Sutcliffe – bsutcliffe@napo.org.uk

**[www.napo.org.uk/learning\\_development/index.cfm](http://www.napo.org.uk/learning_development/index.cfm) or just click the orange Learning and Development box on the Napo website**

## Edridge up-date

### Warning about Pay Day loans

We have mentioned this in *Napo News* before, but we must again warn members about the dangers of taking out Pay Day Loans. In the past few months we have seen a number of applications for assistance where the colleague has got into serious difficulty. It usually starts with a small amount, but as we all know, it then escalates and people are then unable to keep the payments up. This results in pressure and misery. If you are in a tight corner, please think of applying to Edridge for some help before the problem gets too big. Likewise if you know a colleague who is in that position please tell them to approach us first.

### 50/50 Club

Karl Deakin, our Secretary, has now registered as the proprietor for the 50/50 Club, and indeed if any branches organize anything like a lottery to raise funds for Edridge, it would be advisable to contact Karl so that he can give details of our Lottery Licence Number and advise on legislation. His email address is [edridge.secretary@edridgefund.org](mailto:edridge.secretary@edridgefund.org). In the meantime we are signing



up new members for the 50/50 club all the time, and we are starting to see a very useful income from this. The winner for March was number 276 from Staffordshire and the winner for April was number 227 from Bedfordshire.

### Donations

We keep on saying this, but regular donations, even for a small amount each month are the lifeblood of Edridge. Give us the cost of a couple of cups of coffee every month and you will really help colleagues in need.

In the next issue of *Napo News* we will tell you something about the wonderful people who have given significant legacies to the Edridge Fund.

### *The Trustees & Staff of the Edridge Fund of Napo*

***It is now easier than ever to apply to Edridge via the website [www.edridgefund.org](http://www.edridgefund.org)***

## Calling former Staffordshire staff

**Did you used to work in Staffordshire Probation Area? Would you be interested in a reunion get-together in the autumn?**




If you would please contact Alison Trenery on 01889 566865 [atrenery@gmail.com](mailto:atrenery@gmail.com), or Mike Birkett at [merlin23112000@yahoo.com](mailto:merlin23112000@yahoo.com). We look forward to hearing from you.



Alison Trenery.

## Follow Napo

Find out what's happening and keep up with campaigns and events

-  [www.facebook.com/NapoHQ](http://www.facebook.com/NapoHQ)
-  [@Napo\\_News](https://twitter.com/Napo_News)
-  [NapoNewsTV](http://NapoNewsTV)
- [www.napo.org.uk](http://www.napo.org.uk)

## Napo's new ULR Reps

**I chose to stand as a Union Learning Representative (ULR) in our Branch as I believe in lifelong learning and continuous development of skills. Unions providing learning advice and signposting to opportunities appealed to me as it means individuals can be encouraged to access learning opportunities regardless of their position in an organisation. Working with our employers means that we complement training that is already in place and encourage learning at work to improve skills and abilities in the workplace.**

But union learning is much wider. We can listen to staff and explore opportunities in many areas including local home areas or setting up training or education in the workplace outside of business hours.

### Training

How to undertake the role was an initial hurdle, but thankfully training was on offer

and I attended the ULR Stage 1 Training for newly elected Napo and other union ULRs in March. Held in magnificent surroundings at Stoke Rochford Hall the three day residential course was perfect for preparing Representatives for the role. From an exploration of the basic concepts of learning,



Tina with fellow Napo ULRs at Stoke Rochford.

discussions regarding barriers to learning, through to interview role plays, the training was a great introduction to a relatively new way of offering learning.

Part of Napo's vision is that every staff member should be able to explore opportunities for learning and development. In the current climate it is especially important that staff broaden and improve their skills and continue to develop. Hopefully, as ULR I will now be able to advise and guide members in doing this.

Most branches will now have a ULR in place. If you do, do contact them for advice on what is available in your area. If you don't, please consider becoming one.

### **Tina Williams**

#### **Hampshire & Isle of Wight Branch**

Interested in becoming a ULR? Contact ULR Project Managers, Marilyn Owens or Briony Sutcliffe or (for Wales) Aziz Bouleghlimat [mowens@napo.org.uk](mailto:mowens@napo.org.uk), [bsutcliffe@napo.org.uk](mailto:bsutcliffe@napo.org.uk) or [abouleghlimat@napo.org.uk](mailto:abouleghlimat@napo.org.uk)

## Adverts

### Race in Probation – The New Path to Race Equality

Ian Lawrence, Napo's acting General Secretary, will be speaking at an event organised jointly by London Probation Trust and IARS – a leading international think-tank. IARS was commissioned by London Probation Trust to undertake a new piece of research that created evidence based recommendations to improve service outcomes for victims and offenders from BME communities.

### People's Assembly

On the 22 June a broad coalition of organisations and individuals will be coming together in London to challenge the Government's cuts and privatisation agenda. The People's Assembly Against Austerity was launched with a letter to the Guardian which is reproduced below. Please pledge your support to attend.

#### Launch letter

This is a call to all those millions of people in Britain who

face an impoverished and uncertain year as their wages, jobs, conditions and welfare provision come under renewed attack by the government. With some 80% of austerity measures still to come, and with the government lengthening the time they expect cuts to last, we are calling a People's Assembly Against Austerity to bring together campaigns against cuts and privatisation with trade unionists in a movement for social justice. We aim to develop a strategy for resistance to mobilise millions of people against the Con Dem government.

The assembly will provide a national forum for anti-austerity views which, while increasingly popular, are barely represented in parliament. A People's Assembly can play a key role in ensuring that this uncaring government faces a movement of opposition broad enough and powerful enough to generate successful co-ordinated action, including strike action. The assembly will be ready to support co-ordinated industrial action and national demonstrations against austerity, if possible synchronising with mobilisations across Europe. The People's Assembly Against Austerity will meet at Central Hall, Westminster, on 22 June.

#### Ranjit Singh

For a full list of all the signatories please visit their website at [www.thepeoplesassembly.org.uk](http://www.thepeoplesassembly.org.uk)



This free event held on the 5 June in central London will be used as a platform to launch the new research on how probation services can be improved for black and minority ethnic offenders and victims. It will be followed by a book reception for the new book 'Race in Probation: Achieving Better Outcomes for Black and Minority Ethnic Users of Probation Services'. The book provides recommendations on how persistent inequalities can be addressed in probation.

To book your place at this free event please visit the IARS website [www.iars.org.uk](http://www.iars.org.uk) or email [events@iars.org.uk](mailto:events@iars.org.uk).

The event will be held at the Honourable Society of Lincoln's Inn, Lincoln's Inn Fields, London, WC2A 3TL from 12 noon.

### South Lakes, Grange Over Sands

Large 2 dble bed apartment in ideal location for touring the Lake District. All mod cons, recently refurbished throughout, views of the bay, close to all amenities. £160.00 for 4 nights all year round. Also holiday apartment in Skipton.

Contact Sherry on 07815148205 or [shezbee2@gmail.com](mailto:shezbee2@gmail.com).

### Northumberland

Stone holiday cottage in peaceful location close to Simonside Hills. Ideal for walking the Cheviot Hills and exploring the coastline. Wood burner, all mod cons and ideal for 4-5 people.

Email [lizzyholden@hotmail.com](mailto:lizzyholden@hotmail.com)

### Southern Spain – Andalucia

Three bed villa with private pool, Vinuela, Andalucia. Situated in area of outstanding beauty. Malaga airport 50 mins, Granada airport 90 mins. From £250 pw. 15% discount for Napo members.

Visit [www.casa-animarc.co.uk](http://www.casa-animarc.co.uk) or contact Jenny Yates on 07712 367705, or email [jenny Yates438@btinternet.com](mailto:jenny Yates438@btinternet.com)

### La Manga Mar Menor

Spain. Sea front, three bed, two bath fully equipped apartment on unique Spanish peninsular at La Manga. Very restful location. From £175pw. Fly to Murcia close by.

Telephone Margaret Fraser 01527 574425 (evenings) Email [fraser marg4@aol.com](mailto:fraser marg4@aol.com)

### Napo News Online

Napo News is now available online. Check it out at [www.naponews.org](http://www.naponews.org) or via the website [www.napo.org.uk](http://www.napo.org.uk).

From now on, each edition of *Napo News* will be published online at the same time as the printed version is produced. We will send members an email alert to tell you when each new online issue is available.

#### New look

Napo News Online will be updated regularly between issues and contain additional news stories, features and information. We hope you find the format and layout exciting to view and easy to access and navigate.

#### Aims

As well as providing an improved more flexible way of keeping members informed, Napo News Online also has the potential to save a significant amount of money. In this issue you will find a FREEPOST form to complete and return to let us know if you still want a printed *Napo News* posted to you or not. PLEASE take the time to look at this. We estimate that if only half of members choose NOT to receive a printed version we will save £28,000 in postage alone! Money that can be spent on improving services and on campaigning.

Also, do have a look at the new online *Napo News* [www.naponews.org](http://www.naponews.org) and give us feedback.

### Florida Villa to rent

Gated community, 15 mins from Orlando's theme parks but in a quiet area. New open plan luxury one storey home accommodating 6 people (3 bedrooms, 2 sitting rooms). From £400 per week.

Telephone Maureen on 01704 879956 or email [sunnyfloridavilla@yahoo.co.uk](mailto:sunnyfloridavilla@yahoo.co.uk)

### Mont St Michel Bay, Brittany

Comfortable family home sleeps 6 in 3 beds. Garden, pool, stream, wildlife. Tranquil but not isolated – shop under 1 mile. Wonderful walks, markets, restaurants, beaches, golf, riding. Convenient Ferries & Dinard Airport. Napo discounts.

Tel: 0033 299 80 29 11 any time or e-mail: [jane.watt@wanadoo.fr](mailto:jane.watt@wanadoo.fr)