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Onward from Scarborough

Napo had a fantastic AGM in Scarborough this year with over 450 members in attendance to make proceedings easily quorate from day one and to make a reality of this year's theme of Unity in Napo.

On the Thursday afternoon attendees were buoyed up by addresses from long standing parliamentary friends MPs John McDonnell and Elyfn Llwyd. The absence of the chance to question new Justice Minister, Andrew Selous (due to his last minute decision to refuse to engage with Napo) was made up for by a probing expose of the failings of TR in the Probation Panel session on Friday. Meanwhile Family Court Section members were also taking issue with Justice Secretary Grayling's failings in a lively session looking at legal aid cuts and the impact on the Family Courts. (See article on page 3).

Conference also heard from Bevan Powell, Chair of the National Institute for Leadership and Empowerment (NILE) and from Rose Neelam of UK Black Pride, both speaking about their organisations aims and campaigning achievements. Napo News hopes to feature articles about both groups' work in coming issues.

A big thank you to all members who made it a successful and lively AGM.

Back to campaigning

Now we are re-energised we need to focus on our campaign as we enter a critical time in the next few months. Will the MoJ go ahead with their timetable despite increased concerns over readiness; or will we see further delays announced as the infrastructure failures continue? With all this uncertainty it is a difficult time for members having to work on the frontline. What is clear is that we need to focus our energy on increasing political knowledge about Probation and critically the share sale, in the run up to one of the most interesting and contentious elections in the past 20 years.

Napo will continue to apply pressure politically, in the media and of course through the legal challenge (see page 4).

Tania Bassett



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TUC march to demand fair pay

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From the National Co-Chairs

At the point of writing this column, it is a week after AGM and the sun is still shining in our part of Yorkshire. It was a real privilege to take up our post of Co-Chairs at AGM and especially important to us given Scarborough is our home area. We look forward to the hard work and challenges ahead.

AGM was a time to say good bye and thank you to the outgoing officers, Chris Pearson and especially to Megan Elliott for her commitment and hard work over the last two years. It was also the time to welcome new colleagues, Katie Lomas, Dave Adams and Chas Berry who took up post as National Vice Chairs. We have already met as a group since then and we are already forming into a team. In due course we look forward to welcoming Jay Barlow from Family Court Section as part of the Officers Group. Jay was nominated by the Section and we will be seeking ratification of her position

at the November NEC. As well as Jay's personal qualities, it will be really good to have a Family Court perspective. In addition it will mean that there will be four women in the Officers Group which is something that Napo should be proud of and at last begins to reflect our membership.

Reflections

Reflecting back on AGM, it was great to see so many people there and to be easily quorate; this was in spite of the restrictions being imposed on people being able to attend by some of our employers. There was a range of lively debates, and guest speakers. Plus when members were asked for specific assistance as a result of discussions during the closed session, the queue of people willing to assist was impressive. Since that point we have continued to be contacted by members and we would like to thank every one for their contributions

which are really vital in our fight against Transforming Rehabilitation.

Napo has a proud history of member participation and is one of our greatest assets. Whether members work in Family Court or Probation, it is our unity which is our strength and that will help us get through the difficult challenges ahead.

Chris Winters and Yvonne Pattison
National Co-Chairs



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Grayling 'secure colleges gimmick' suffers surprise defeat in the Lords

The Labour Party inflicted a surprise defeat on Justice Secretary Chris Grayling in the Lords on 22 October, when they managed to get an amendment into the Criminal Justice and Courts Bill to prevent under-15s being placed in 'secure colleges'. The amendment was passed by just one vote following a heated debate at the Report Stage of the Bill.

The Coalition's proposals in the Bill for a secure college to house a third of young offenders in custody was condemned by Labour Shadow Justice Minister, Lord Beecham, as having 'all the hallmarks of yet

another Grayling gimmick'.

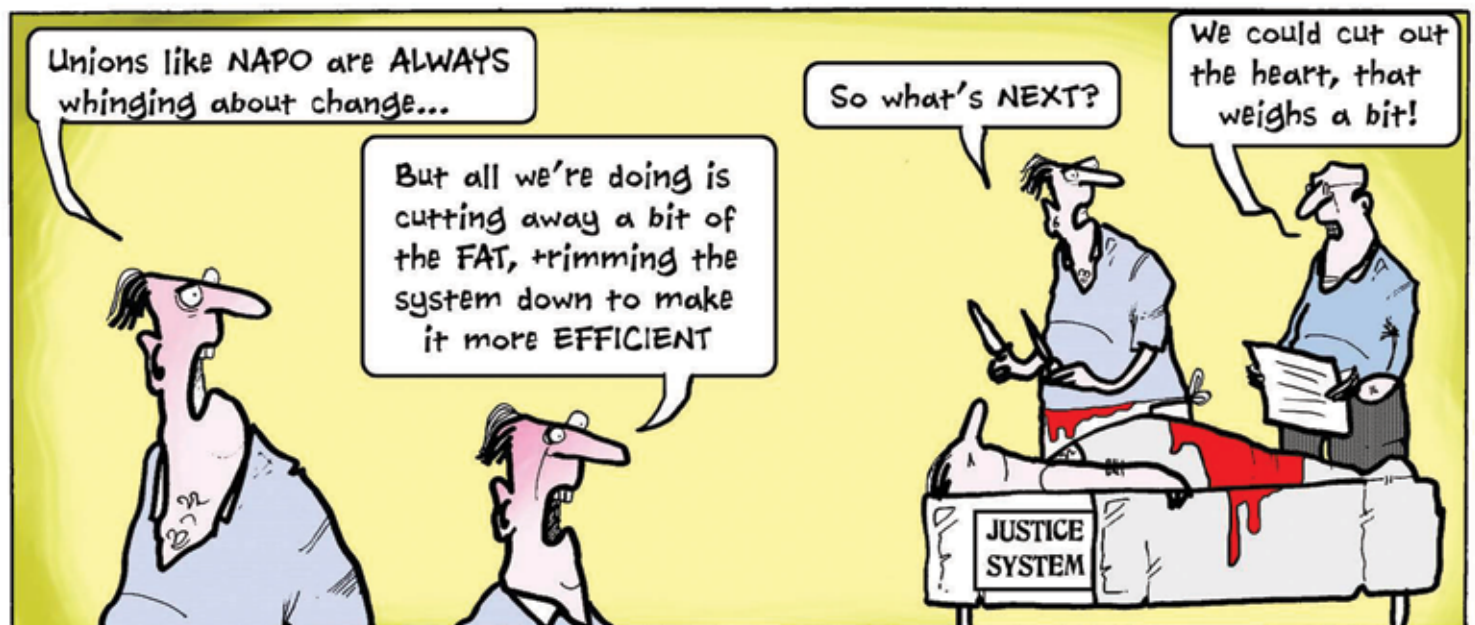
Commenting on the proposals in advance of the debate, Lord Beecham said: 'With a site in Leicestershire going begging, the Lord Chancellor's latest brainwave was to engage a building firm to design a college housing boys and girls aged 12-17; and then start a tendering process which would lead to potential operators effectively writing their own job description'.

He said: 'There are serious problems with the proposals, including housing all 45 girls now in custody in England in one place, potentially far from home and remote from

the local authority services with which they should be in contact'.

Rushing to misjudgement

'These half-baked proposals have attracted very little support, and embody the Tories' typically slavish attachment to outsourcing. They are being pushed through with scant regard to the proper processes of parliamentary scrutiny. Yet another lamentable example of Grayling's propensity to rush to misjudgement.'



AGM Professional Sessions

The Probation Session at this year's AGM was a Question Time style discussion with a panel consisting of Shadow Justice Minister, Jenny Chapman; Matt Foot, a campaigning solicitor and co-founder of the Justice Alliance; Professor Loraine Gelsthorpe, a fellow of Pembroke College Cambridge and leading expert in women and young people within the justice system; and former Probation Chief in Avon and Somerset Sally Lewis. Sally was prominent in the development of MAPPA and Integrated Offender Management teams, and is also a Trustee of the Howard League.

The panellists were asked to respond to a number of set questions submitted in advance by members. Not surprisingly a number of these asked about the impact of TR on staff, the service and service users.

Labour commitment

Jenny Chapman MP was applauded for telling Probation members that all is not yet lost on TR; re-affirming that if contracts are not signed Labour will cancel the programme, whilst looking to find ways out of anything they inherit that evidently isn't working. However, Matt Foot also drew approbation when he challenged the Labour Front Bench to go further and to repeal the enabling legislation that facilitated Grayling's 'War on Justice'. He also spoke of how the usually ultra-reserved and 'proper' legal profession had united in challenging Grayling, especially over the impact of legal aid cuts. The Justice Alliance, along with Napo, will be holding a pre-election Day for Justice to counter Grayling's planned celebrations of the anniversary of Magna Carta – highlighting the irony of celebrating this at the point when the fundamental principle of access to justice for everyone is being challenged by the State.

Loraine Gelsthorpe and Sally Lewis were able to add a professional dimension to the discussion and both talked about the disproportionate risks to vulnerable people

caught up in the justice system by the TR whirlwind. Loraine pointed out that there was no evidence that Probation was a failing service, this being a message of convenience from the Secretary of State. Sally Lewis further stressed the need for probation officers to defend their professional status and not to be shy about shouting about their qualifications and expertise. Sally said she regretted that many senior probation leaders had, out of professional duty, tried to make the unworkable work.

Family Court Session

Family Court members heard from Elfyn Llwyd MP in his capacity as Chair of the Family Court Unions' Parliamentary Group (FCUPG) and member of the Justice Select Committee; and from family barrister Lucy Reed, who is author of the Pink Tape Blog and also a handbook for Litigants in Person (LIPs).

Elfyn explained how the FCUPG's work was reaching those in high places, including the Lord Chief Justice. He said he was especially concerned that judges now have to advise and coach LIPs and then make a decision. He said the Lord Chief Justice thinks judges will be able to do both roles and that these are not contradictory but he was sceptical that it would be difficult for judges to maintain separation and even where they did that it would cause confusion.

Lucy Reed decried the lack of credible and consistent clear data from the MoJ. This indicated a lack of evidential rigour to minimise scrutiny when everything that people had warned would happen if legal aid was cut has become a reality. She said she was



L to r: Nicki Kenney, Elfyn Llwyd and Lucy Reed.

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especially worried that data didn't record cases that had restarted; referrals to mediation are down; cases with solicitors are taking longer (possibly highlighting they're only dealing with really complex cases), and this could be used to further fuel the revolutionary zeal of ministers; and by the falling number of private law cases, which may not be sustainable.

In discussion there was agreement that the rising use of MacKenzie Friends needed to be closely monitored; forcing cases to be settled prior to court could be self-defeating and was often unsustainable; and that safeguards to protect vulnerable parents, especially victims of domestic violence, are failing. Examples were given where solicitors for a woman were lobbying for legal aid for the father to prevent him being able to cross examine their client.

Common themes

From both sessions a common theme emerged that Secretary of State Chris Grayling seemed to be waging war against Justice with his seeming determination to put short term financial savings and dogma before common sense and the public good.

However, unfortunately, in the Probation session neither the Minister nor his representatives were there to listen – Andrew Selous having declined the invitation to address AGM saying he would not talk to Napo as the union was 'infantile'. While Cafcass management did make a very welcome visit (making a point of saying how interesting and thoughtful they'd found the session before leaving) the fallout from Grayling's War on justice was evidenced in the Family Court session as well.

Grayling is increasingly exposed in a parody of the Emperor's New Clothes and with his policies seen as a series of gimmicks. We can only hope the message can break through the coalition's defences and has the impact needed to shake the sycophantic courtiers into revealing the naked truth before any more damage is done to the reputation and fabric of our justice system.

Dean Rogers



L to r: Matt Foot, Loraine Gelsthorpe, Yvonne Pattison, Chris Winters, Jenny Chapman, Sally Lewis and Chris Pearson.

Ian Lawrence writes

Caterers and Cleaners set to demonstrate their probation expertise

The much anticipated announcement of preferred bidders for the CRC contracts was as big a damp squib as one could ever have imagined given the paranoia that was on display across NOMS and the Ministry of Justice in the weeks leading up to it.

For months we have had to suffer the obtuse and stunningly complacent claims by Ministers that there were around 80 bidders vying for the 21 CRC packages and that this would result in a vibrant and mixed range of service providers.

The outcome of what many members are claiming must be one of the most underhanded and corrupt procurement processes even in the history of the Tory party has also been described to me as spineless on the basis that Mr Grayling chose not to announce his deposition to the House of Commons Library (presumably when he thought that nobody would notice), to his fellow MPs. It's easy to see why; given the complete carve up that he has organised, with those well-known providers of catering and cleaning contracts Sodexo and Interserve grabbing the lion's share of the intended spoils.

Labour's Sadiq Khan summed it all up quite succinctly by saying: 'David Cameron's Government is putting companies with little or no track record in criminal justice in charge of dangerous and violent offenders.'

There's been no testing or piloting to see if this will work and won't put the public's safety at risk, and all of the concerns of Labour, experts and probation staff have been swatted away. It's also unacceptable that Ministers are going out of their way to tie the hands of future governments to multi-billion pound contracts for ten years.

This Government's reckless and half-baked privatisation has resulted in a melt-down in probation. Dedicated and experienced staff are demoralised or are leaving the profession, offenders are going unsupervised and this chaos is putting the safety of communities up and down the country at risk.'

Precisely!

LGPS Pensions transfer - check those letters

We will obviously be taking the following up at the earliest opportunity, but news reaches Napo of problems following the transfer of around 35,000 new records onto the Greater Manchester's LGPS computer systems.



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I am informed that confirmation of transfer letters were supposed to be issued in July to LGPS members following the staff split so that individuals could check the accuracy of their transferred funds from their former LGPS provider. We are trying to find out why there seems to be such a problem and confirmation as to why

the computers weren't compatible (yes that one again) and why the new providers have had to manually input records and recheck details, causing the delay.

Napo understands that staff there are being asked to send 500 sample letters soon to trial the system, with the remaining letters following the hoped for success. Members are advised to ensure that they carefully check the details contained in their letters once they receive them.

Judicial Review, it's a mighty step but we have no choice

By the time that Napo News reaches you we will be well down the road to depositing the necessary evidence to support the quest for Judicial Review, following our instruction to Slater and Gordon to proceed.

For us, JR is the modern day equivalent of a David-v-Goliath scenario. One in which our towering, glowering foe believes he is absolutely invincible and has already arrogantly dismissed the prospect of defeat as utterly impossible. For us, it's a huge step into the unknown, but we know that we have a fighting chance of bringing the blustering giant to his knees. Unfortunately I cannot (and never did) guarantee you a victory, but I did promise you to see this thing through to the finish and that's precisely what the Officer Group and I are doing. The many messages of support and encouragement that we have received have lifted us all and it's clear that members want us to see this gargantuan struggle through to its conclusion. We will do so with courage, determination and fortitude and are very proud to do so.

Meanwhile, welcome support comes from the Association of Court Language Interpreters in the form of the following letter:

Dear Mr Lawrence

Napo Application for Judicial Review

I am aware that you are about to submit an application for Judicial Review against the MoJ Transforming Rehabilitation agenda. I

am sure you will be well aware that Court interpreters have already been thorough this process, culminating in the outsourcing of the service on 31 January 2012 to a monopolistic private-sector supplier, Applied Language Solutions (subsequently taken over by Capita).

The chaos caused as a result of this has been well documented, and involves a massive outflow of experienced practitioners, causing the quality of interpreting available to the Courts to plummet, leading to poorer access to justice for speakers of other languages, and an increased likelihood of miscarriage of justice.

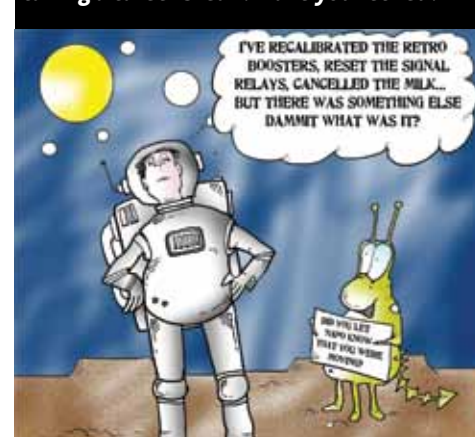
You will no doubt be aware that the Public Accounts Committee has described the MoJ as 'an unintelligent customer'. During the course of our campaign against outsourcing we have amassed a wealth of material which shows the ineptitude of the MoJ in managing private sector contracts and how standards have dropped as a result.

Our members would wish to support your campaign and if it would assist your application for judicial review to include documentary evidence of our experiences you have only to let me know. In the meantime I send you our very best wishes for your campaign.

With best regards

Alan P M Thompson, Chairman ACLI

Have you moved home or office? Are you taking a career break? Have you retired?



We need to know if we are to make sure you are getting information from Napo and that you don't unintentionally lapse or pay too much in subs. So please, please, please let us know of any changes...

Contact membership: 020 7223 4887

Email membership@napo.org.uk

Notify us via www.napo.org.uk

Write to Napo

4 Chivalry Road, London SW11 1HT

AGM Focus on Health and Safety

It was good to see so many Napo members at the Health & Safety committee stall at AGM. Some intensive body mapping depicting the pain caused by work-related stress resulted in the body taking on a distinct likeness for Johnny Rotten, given the 'Mohican style' created by the number of stickers to the head.

Thank you to those Napo members working in Probation who took the time to complete the stress survey at conference. We will share the full analysis of this in the next *Napo News*; but a couple of comments from the survey are shown below and indicate just what an impact stress is having on our probation members.

'I have witnessed experienced colleagues in tears, walking out of the office struggling with the changes that have been haphazardly dropped on them due to the speed of change required to fit the TR agenda. There is currently a lack of "duty of care" from employers, who are capitulating to a political agenda at great cost to employees'. (Probation Officer, CRC)

'I think it is essential that recognition be given to an element of staff who take annual leave to mask anxieties. Particularly, after receiving no support when they have identified workplace-induced stress. These figures will remain hidden, due to its nature. However, I believe it should still be acknowledged'. (Trainer, CRC)



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Health and safety related motions were top of the agenda at the AGM. On the Friday morning two motions were passed:

- From Staffs West Midlands Branch calling for Napo to examine the increased stress for probation staff since the split
- From Health & Safety Committee calling for Napo to promote a positive health and safety workplace culture

On the fringe

The health and safety fringe meeting at AGM focussed on stress. Members watched part of a recording of Phil Taylor, Professor of Work and Employment Studies at Strathclyde University, speaking on 'Performance Management'; which he argued is now commonplace in public and private sector organisations and a central element in HR policy and practice. Rather than being adopted as a means to encourage employees to improve their performance, it is all too often being used 'to

pressurise workers into producing more, drive down wages and create quotas for underperformers and manage workers out of their jobs'.

You can see the video at <http://www.hazardscampaign.org.uk/hazardconference/#presentations>

Questions and comments following the recording indicated that stress is a huge problem for many of our members.



Nikki Kenney.

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Family Court members explained that sickness absence through stress, anxiety and depression has gone up despite the introduction of the health and well-being plan. Therefore the Family Court Section plan to undertake a detailed survey of work-related stress, bullying and harassment in teams.

The meeting agreed that:

- we must raise the profile of stress 'by any means possible' to highlight that stress is a collective and not an individual issue;
- we need to press employers to undertake stress risk assessments and, where stress is impacting a larger group, for this to be a team stress risk assessment;
- both the Family Court Section and Probation Branches need to recruit more Safety Reps. There will be a particularly urgent need for this on the Probation side as the TR safety structure will need more Reps to cover the CRC/NPS split.

Nikki Kenney

Co-chair Napo Health and Safety Committee

None of us go to work to get sick

Nicki explains above that the stress levels of our members are at an all-time high. This isn't acceptable – none of us go to work to get sick. Here is what we should be doing to resolve this:

Individual members

- Raise and record instances of stress and stress-related health symptoms (including on sick certificates)
- Don't suffer on your own – use the local support services and seek the help of safety reps
- Complete individual stress risk assessments if necessary

Management grade members

- Make sure you have had training to lead stress risk assessments
- Use return to work interviews to consider

the issue of stress and if this is indicated on a medical certificate consider a formal stress risk assessment before return to work takes place

- Look after your own health!

If stress issues are widespread:

- Conduct a stress survey, either jointly with the employer or as a trade union survey. Contact Chivalry Road for a sample survey
- Ask for a team stress risk assessment

How the risk assessment will help

Safety legislation requires employers to make an assessment of health and safety risks,

which in this case is stress, to identify the preventative and protective measures to reduce that risk. Safety reps are entitled to be involved in the risk assessment process and can ask for the assessment to be reviewed if they don't think it is 'satisfactory and sufficient'.

Get active!

Safety Reps have more rights than union reps. It is a very rewarding role and key to resolving many of the problems in our workplaces. We need more Safety Reps in both the Family Court Section and our Probation Branches; why don't you give it a go?

Sarah Friday
National Official (Health and Safety)



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Working with women in Probation: the impact of TR

This year's AGM fringe meeting as part of the women in Napo strategy focussed on practice. Napo National Vice-Chair, Katie Lomas, reports on the debate.

Sally Lewis (former Probation CEO) attended the Women in Napo fringe meeting at AGM on behalf of the Howard League and we had a lively and interesting discussion with a group of members who had an interest in working with women. Our discussion was loosely based around the impact of the government's Transforming Rehabilitation (TR) agenda on working with women in Probation.

The main concern expressed was that the specific needs of women clients will be given a lower priority when profit and cost saving become the main driver for CRCs. We also heard concerns that the NPS was not investing in specific services for women who make up a very small proportion of the caseload. Women make up such a small proportion of the Probation caseload in general which means that the 'split' has resulted in two even smaller groups in the new organisations.

Some specific concerns are noted below:

- Women-only reporting is being removed or reduced in some areas.
- Partnership working with women's centres set up in response to the Corston Report is being restricted or removed.
- In some areas previous Trust plans to develop a specified activity or other intervention for women have been shelved or placed so low in the priority list that they will never happen.
- Many members were concerned that the 'best practice' approach to working with women in gender specific environments with additional support provided will not be seen as 'value for money' after share sale.
- Some of the specialist organisations are very small and this means that they cannot compete with larger more generic services, localism is lost along with the woman centred approach.
- New ways of working across many different CRCs indicate that the principles of end-to-end 'Offender Management' are being eroded. Examples of induction groups and little contact with officers are concerning as forming a relationship with the worker is even more vital for women clients.
- One member described herself as an anchor, she brings together services for her women clients and advocates on their behalf, but funding cuts across the board mean that services are quicker to close cases if women disengage and referral criteria are being restricted.

- Mental health services are a concern due to resource issues, waiting times are increasing and crisis/trauma services are being reduced. Interventions are no longer available or are, in effect, rationed.
- One of the major concerns amongst member is the reduced focus on children and families. Working in a holistic way with women can support multi-agency work with families and safeguarding children. A focus on cutting costs and 'efficiency' could move us away from these approaches and lead to underestimating or missing entirely the impact on children.
- The disconnect between the NPS and CRCs is concerning. Projects that Trusts invested in have often been placed with the CRC so future funding may be at risk. NPS allocated cases are not included in the project and in some cases have been moved from a gender specific environment with a specialist officer to a generic officer in a generic mixed environment with no additional support.
- Members working in NPS teams report that all of their time and focus goes into male clients assessed as high risk which means they have little time to devote to the female client's specific needs.
- There remains the hope in some areas that the CRCs will continue to fund partnership working arrangements with women's centres, however access for NPS cases is more problematic. CRC staff co-located cannot access information on NPS clients. This means that previous flexible approaches are lost and compliance rates decline.
- Work with women who have committed sexual offences is very specialised and also not in very high demand. In some areas there are no staff trained to deliver the work, or they have been allocated to the 'wrong' organisation. This may mean that vital interventions are not available for women; or that women will have to travel further to access them.
- Changing boundaries for CRCs and the NPS divisions means that in some places NPS based report writers have little information about interventions in the CRC. There appears to be a 'postcode lottery' for services.
- Women make up a high proportion of victims offered a service by Probation. One



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of the most common frustrations is that a female victim can be assessed as being at high risk of serious harm from a male perpetrator of domestic violence but the man is assessed as a medium risk of harm to her.

- Risk escalation processes are particularly concerning when working with women, we had many questions about how to manage this. Do we tell women clients at the start of our working relationship that we may have to transfer the case in certain circumstances? If we don't we may lose trust if we have to go through risk escalation but if we do the woman may choose not to disclose information she feels could lead to a transfer.

Guidance needed

It is clear that more work is required to examine the impact of TR on women clients (including victims). This should include some guidance on achieving best practice in the new world of Probation post TR. A relatively recent piece of research identified that there was still a long way to go in terms of the recommendations in the Corston Report and this may be a way to frame best practice guidance and offer it legitimacy.

During the discussions we identified so many examples of excellent practice that could be shared, if only we were certain that we would be able to continue to offer the level of service required.

Katie Lomas
National Vice-Chair

women
+ in **napo**

AGM 2014 Resolutions (Scarborough)

Campaigning Committee

1. No sale to CRC bidders at any price

This AGM is of the view that the Secretary of State has misled Parliament in respect of the viability of the competitive tendering process being used to privatise the Probation Service. Concerns continue to emerge in respect of interference to ensure the contracts being developed cover the inadequacies of the process involved in the sell off of that part of the Probation Service that has been handed over to the 21 CRCs.

In light of the evidence emerging that the competitive exercise has been anything but, this union calls on its members, Officers and Officials to press for the exposure of this farce in the press, Parliament and within its negotiations.

To date we have limited information about the bidders for the Community Rehabilitation Companies (CRCs) regarding their track record on human rights, their attitude to trade unions, their financial status or their political allegiances.

AGM instructs Campaigning Committee to investigate how we might most effectively gather such information to further Napo's campaign to keep Probation in the Public Sector. Furthermore, this AGM demands the disqualification from any list of preferred bidders of a potential provider who falls into one of the following categories:

- any bidder who has, within its operation, a record of an abuse of human rights, torture or links to the arms trade;
- any bidder who has been cited for fraud in respect of previous Government contracts;
- any bidder who intends to charge those with a court sanction for the equipment necessary to carry out the sentence;
- any bidder who has, within its operation or within its global reach, a record of failing to recognise trade unions;
- any bidder who has been actively involved in the denial of workers' rights such as those cited in 'Labour First';
- any bidder known to have exploited child labour, or caused the deaths of workers, through unsafe working practices.

This AGM instructs the Officers and Officials of Napo to make our views known to the Ministry of Justice and to freely publicise our objections to any preferred bidders who fall into one of the above categories.

2. Chris Grayling's conduct in office

This AGM is aware that the following information was published in Private Eye no 1364:

- that, despite having a constituency home 17 miles from Parliament and despite owning two other London flats, Chris Grayling claimed financial assistance from Parliament to obtain a mortgage on a London home;
- that in 2005-6 he claimed almost the maximum allowance for refurbishment of this flat at taxpayers' expense;
- that in July 2006 he claimed a further £2250 for decoration work carried out the previous year, saying that the decorator handed in the bill a year late;
- that in 2006-7 he claimed £3534 for services and maintenance, even though the invoice was marked "tax point 22 Feb 2006" and referred to costs incurred in 2005-6.



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This union believes in the rehabilitation of offenders. However, it also believes in justice for a justice secretary. Napo will therefore write to Mr Grayling to ask whether he believes he acted with justice and whether he should resign; write to the Prime Minister and ask whether he believes Mr Grayling is fit to work in the Ministry of Justice; and publicise these facts, as Private Eye and the Daily Telegraph have previously done, at every opportunity.

3. A Parting Shot-The Questions remain!

This AGM views with considerable interest the val- edictory report from the Probation Association (PA) 'A Parting Shot-The Questions Remain' published in July 2014. Colleagues will note that although the report offers a critical timeframe of the progress of the Ministry of Justice's Transforming Rehabilitation (TR) programme. The PA, with few honourable exceptions, offered little effective opposition to the unwarranted privatisation and abolition of a public probation service and maintained throughout this period a shameful collusive silence to TR, best captured in this tell tale quotation from page 7 of the NOMS Annual Report 2013/14: "progress could not have been achieved without the positive engagement and support we have received from Probation Trusts."

However, the report does pose some vital unanswered questions for the continuing viability of TR, in particular with the run-up to the 2015 election, which Justice Secretary Chris Grayling, cannot evade (even with his record of dissembling!) which include the following:

- By how much have the reforms reduced re-offending?
- Has the CRC bidding process proved successful in funding the provision of services, across all of England and Wales, to those with sentences of less than 12 months leaving prison?
- How significant is Payment by Results in the new arrangements, or are the contracts really block payments with a bit of a reward added on?
- In addition to the declared costs, how much have the reforms really cost across the piece to implement?
- Are the CRCs any more liberated than Trusts could have been and wanted to be?
- Has the NPS been able to sustain managing the exclusively high risk caseload?
- What has been the effect on staff professionalism, morale and motivation in the longer term?

This union will, of course, continue to campaign vigorously against TR in the run-up to the 2015 election and press for definitive answers to the above questions (and many more). This AGM therefore calls upon the national officers' group, when making contacts with all MPs standing

for election in 2015, as part of its anti-TR campaigning strategy, to continue to press the MoJ strongly for answers to the above questions, expose Grayling's TR plans as unworkable and dangerous, and publish every response received from those MPs canvassed.

4. Rape in custody

The refusal of the Secretary of State to investigate the incidence of rape in custody represents an appalling lack of care for vulnerable prisoners.

This union instructs Campaigning Committee to draw attention to this issue and to campaign for this decision to be reversed.

Equal Rights Committee

5. Social class as a factor in disadvantage and discrimination

This Conference notes with concern that, as so often in the past, the poorest and most vulnerable sectors of this society have suffered disproportionately from the 'austerity agenda'. Conference also notes that at this time, in one of the world's richer countries, there is an increasing dependency on food banks, a burgeoning gap in wealth



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distribution and even decreasing life expectancy amongst the poorest.

Conference further notes that social class is excluded from the protected characteristics list. The wider problem of precise definition of boundaries, within the overall notion of social class, has always presented difficulties in taking action to address the deprivation and even outright discrimination that those who would usually be defined as 'working class' have historically faced. Indeed Conference believes that it could be argued that these problems of definition have been a convenient reason to ignore or downplay social class discrimination.

Conference instructs Equal Rights Committee to consider the issue of social class discrimination and boundary definitions, preferably in liaison with kindred trade unions where possible, also taking account of the overlap between this and other forms of discrimination. The Committee should aim to present to next year's Conference a working model of how social class discrimination may be operating within probation work, in wider society, and what initiatives may help to redress these issues.

6. Disability Related Absences/Reasonable Adjustments

Equal Rights Committee is very concerned at the increasing use of capability hearings and disciplinary action to punish and in some cases dismiss disabled workers. Equal Rights Committee believes that in many cases reasonable adjustment requests are not properly understood or approved and in reality it frequently takes many months and in some

AGM 2014 Resolutions (Scarborough) continued

cases years to implement appropriate adjustments.

Equal Rights Committee believes that the lack of meaningful consultation; appropriate recording of disability related absence; failures to establish disabled workers' needs; implement reasonable adjustments; approve disability leave, coupled with the level of wasted resources on punitive measures and actions, which often result in causing anxiety and stress, which is a detriment to our members.

This AGM mandates Napo to gather data from members to bring pressure on the Ministry of Justice to acknowledge the impact of unfair employment practices against disabled members. AGM instructs the NNC and the Cafcass Negotiating Committee to adopt national guidance for NPS, CRCs and Cafcass, produced by Napo on managing disability related absences and reasonable adjustments.



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7. Equality Impact Assessments

The Equality Act provides a positive duty on public bodies to promote equality in their activities, and eliminate discrimination. Decisions should be made in such a way as to minimise unfairness and not to have a disproportionately negative effect on people from different ethnic groups, disabled people, and men and women.

A key requirement of this public sector duty is for public authorities to carry out equality impact assessments (EIA) for all relevant policies and decisions, the impact assessment being carried out when policy is initiated, as a central part of the policy development process.

AGM believes there is sufficient evidence that Trusts have been evading this duty. EIA for the TR process was a farce for example. Kent Trust provided details to the EIA group within a few days of enacting the sifting process alongside an un concealed caveat that announced the process would continue regardless of any outcome from an EIA. The split went ahead without proper assessment of the impact on members with protected characteristics. Appeals have been raised and sufficiently fudged to ensure they were not upheld, regardless of evidence the sifting process would disadvantage members with disabilities. Astonishingly, our employer concluded in the TR EIA that "the sifting process was not unfair or discriminative as there was an appeal process".

Published guidance from the MoJ encouraged the practice of coin tossing or names in a hat for selecting staff to NPS or CRC as an indiscriminate act. Ingloriously, this was denied by Chris Grayling who in the House of Commons was reported to have said; "What the hon. Gentleman says is absolute nonsense. Names were not drawn from a hat. There was a carefully constructed process of selection and a proper appeal mechanism for those who were unhappy with where they had been allocated."

The EIA process generally has become a tick box exercise with the spirit of equality assessments altogether lost, undermined and disregarded not just by our employers but by this government. EIAs are not completed or when they are, they are worthless attempts at producing written evidence that the organisation has taken reasonable steps to identify the impact of processes and decisions on protected characteristics.

If Trusts have been able to evade their obligations up to now and more recently with Government backing for the discriminative TR sifting and establishment process,

then the future is bleak for human rights and equality. Notwithstanding, if share sale is realised, in spite of our campaigning, then this public duty no longer exists for the CRCs.

AGM believes that Napo must take collective action to protect members with protected characteristics from employers' practices and decisions that discriminate and disadvantage these members. AGM instructs Napo to collate the evidence from branches to show that appropriate and effective assessments have not been undertaken, that members with protected characteristics have been discriminated and treated unfairly, been disadvantaged by decisions to implement procedures and policies driven by cost cutting exercises, incompetence, and prejudice. That Napo collectively identifies these cases with a view to taking legal action.

Napo must also secure a confidence and agreement from our employers; those private companies if share sale succeeds and from the NPS; that equality impact assessments will be effective through NNC agreement to adopt minimum requirements set by Napo, supported by legislation.

Health And Safety Committee

8. Promoting a positive Health and Safety culture

The current Government's austerity programme in general and the Transforming Rehabilitation (TR) project in particular has brought about a climate where Health and Safety is subject to unprecedented levels of threat. The current Justice Secretary's contemptuous terminology for people concerned with Health & Safety, which he used in media discussions when introducing his new SARAH (Social Action, Responsibility and Heroism) Bill, is 'Jobsworths'. As new managements and new procedures come into play, prevailing attitudes to Health and Safety are that it is a cumbersome and annoying burden. In fact it is more important than ever as people are increasingly pressured and stressed at work and risks are rising.

This AGM instructs Napo's Health & Safety Committee, Officers and Officials to:

- keep a prioritised focus on Health and Safety and allocate sufficient resources for meaningful work;
- support and promote the official recognition of Health & Safety Reps, providing adequate training, guidance and support to ensure the mental and physical welfare of staff in Probation and the Family Court Section is not compromised;
- promote the role of Health & Safety Rep through the provision of training, guidance and publicity in Napo News, Napo's website and blogs to develop interest and promote recruitment to the role;
- encourage and support Napo Branches/Family Court Section to resist pressures to merge Health & Safety Rep facility time with other Branch/Section facility time and to ensure that Health & Safety Reps have not only facility time but workload relief;
- support Napo branches to ensure that the Health & Safety Committees provided for under the Health & Safety at Work Act are set up where the new TR management structures are replacing the old arrangements;
- work at national level to ensure through all possible negotiating and consultative forums that health & safety requirements and legal provisions are not diluted, sidelined or ignored.

National Executive Committee

9. TR and work related stress

This AGM is concerned about the consequences of the TR split on the health and wellbeing of members across all grades.

Detailed information has been received from members highlighting issues including increased workloads, inadequate staffing levels, directed moves and working in

split locations. PSOs are also experiencing increased pressure to do work outside their expected remit and without adequate training.

These are all identified as a direct result of TR and staff are being expected to resolve the issues and cover for the discrepancies. We are all able to deal with stress in the short term, but long term exposure is a serious health hazard that will effect the health and wellbeing of our members.

The increasing level of stress caused by the outcome of TR cannot be allowed to continue.

This AGM instructs its Officers to address the issue of stress caused as a result of TR by identifying the issues within all branches and taking action to address the issues as a priority with the employers. This should not exclude industrial action after consultation with the members.

10. Access to nDelius case records

Up until the split of the Probation Trust into NPS and CRC on the 1st June 2014, all operational probation staff had access to all nDelius records as part of the day to day tools required to operate efficiently, maintain accurate records and identify risk.

The restriction of staff within the CRC to access probation records is potentially very dangerous. All serious case reviews highlight that one of the fundamental factors that led to a serious offence being committed was a failure of organisations to share information. The decision to stop probation staff having access to probation records of offenders that they may have dealing with, directly or indirectly, is counter intuitive to all advice resulting from the investigation of serious case reviews or serious further offending.

There appears to have been no rationale given for why half the staff have suddenly been denied access to these probation records.

This has been a very dangerous consequence of the NPS/CRC divide and must be stopped as soon as possible.

Therefore this AGM instructs Napo Officers and Officials to take the following action:

- Seek support from senior management within NPS and CRC for Napo's campaign to end the new two tier system which prevents CRC staff from accessing nDelius. Such support could include making the Secretary of State for Justice aware of the imperative need to change the current system and return to the position of having all probation staff, whether in CRCs or the NPS, accessing all probation records.
- Actively campaign throughout the press and media to highlight how this issue is a very real threat to public protection and must be stopped as soon as possible.
- Highlight the seriousness of this issue to Members of Parliament and other Government/Ministry of Justice/ NOMS staff.

11. There is an alternative

Since probation was split on 1st June 2014 the service has been in utter chaos. Napo knows things will get worse as long as the service remains split, even if we are successful in fighting off proposed privatisation ahead of the General Election. It is therefore important that, whilst continuing to oppose privatisation and pointing out what is wrong



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with the current structures, we now present strong arguments for a better alternative model.

Napo believes that there is an alternative model: "Probation Service – A future that works" and resolves to take the following actions:

- to actively promote "Probation Service – A future that works". This includes to politicians, the media, the public, other unions and stakeholders (including potential bidders), up to, including and beyond the General Election in May 2015;
- continue to highlight the crisis that has arisen from the split and Grayling's pursuit of the 'Transforming Rehabilitation Agenda', including risks to the safety of staff, the public and taxpayers' resources;
- continue to work with TUC 'Speak up for Justice' to raise awareness of the meltdown of the justice system and to promote a workable, affordable alternative;
- continue to oppose the threatened sale of CRC contracts, whilst continuing to call for an independent review and evidence based change (incorporating analysis of pilots) as outlined in the TUC report 'Justice For Sale – the privatisation of offender management services'.

12. Workloads

At the North East NPS JCC meeting on 1st October 2014 it became apparent that the NPS is refusing to acknowledge workload disputes. Equally it is also true that neither the CRCs nor the NPS can cope with their respective workloads.

This AGM therefore calls upon the Officers and Officials, the NEC and Napo committees to urgently develop a unifying workloads campaign strategy. This must include workload measurement and workload priorities for NPS and CRCs.

Sickness levels are soaring, members are stressed and becoming ill.

The workload campaign strategy should include consideration of all actions up to and including the potential for strike action.

Negotiating Committee – Cafcass/Probation

13. Facility Time

If the Cabinet Office proposals to curtail facility time are implemented then it will be impossible to honour any commitments to management teams throughout England and Wales in terms of consultation and negotiation through the usual fora.

It may be that branches come to the conclusion that they cannot continue to operate at a local level in all future dealings with the senior managers in England and Wales and this will have to be through Napo nationally.

AGM considers this to have a long term damaging effect upon business in England and Wales and at a time when so much change is being effected, feel it would be mutually disadvantageous.

AGM calls upon the NEC to write to Chief Executive Officers of CRCs, Cafcass and NPS and to the Cabinet Office with a view to supporting the union's position on facility time off.

This AGM also calls upon the NEC to consider the position, should there be this curtailment of facility time, and to advise branches/section as a matter of urgency, no later than Spring 2015, on what contingency plans are in place.

Professional Committee

14. Bureaucracy and the TR threat to professional practice

The following is a quote from one of a multitude of lengthy Probation Instructions issued by NOMS over the last year:

"There is no intention to build in unnecessary bureaucracy or risk aversion".

As we all know the reality is in direct contradiction to this statement. The plethora of instructions, sometimes running to over forty pages, have been produced by NOMS to deal largely with the communication and liaison processes now required at the 'interface' between the newly formed NPS and CRCs. This volume of bureaucracy was



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unnecessary when we were all working in one organisation. The instructions cover such areas of practice as pre-sentence assessment processes, risk escalation and management of case records. This is to name but a few parts of Probation work which are likely to be rendered so over-complicated and unwieldy that the ability to do a professional job, in particular managing risk efficiently, is liable to be compromised. The confusing, dense and prescriptive nature of the instructions reflects the flawed principles which underlie TR. A good deal of duplication by CRCs and NPS is being created in the process.

This AGM calls upon Napo, including via Professional Committee, to continue to examine, monitor and publicise where possible, the impact made upon professional practice by the bureaucracy generated through the TR division of services. This requires particular attention in relation to pre-sentence assessment and risk management at the interface between NPS and CRCs.

15. Grayling's 'hidden' GPS expansion plans - downgrading probation?

This AGM views with considerable alarm reported plans from the Ministry of Justice to place 75,000 people on a new GPS scheme, such tracking would represent a sea change in the way we supervise offenders. Such moves are particularly alarming as the plan coincides with the unwarranted privatisation of the probation service. The plan needs far more open discussion than it has had; the MoJ should have been much more honest about the projected numbers, the time scale and the offenders who will be targeted, given that the GPS tracking scheme will start in 2015. The plan has, in effect, been secret.

How was the figure of 75,000 arrived at in the MoJ? Does it include prisoners on ROTL which works well as it is - only a few prisoners might warrant GPS? Is this a figure market-driven - a minimum or optimum number necessary to persuade potential contractors to submit a tender?

AGM accepts that there are a number of useful ways in which GPS tracking could be used on offenders - none of which get anywhere near a figure of 75,000 per day.

France, the Netherlands and Germany all use GPS tracking on some high risk sexual and violent offenders. The use of GPS tracking on a voluntary basis with 'persistent and priority offenders' by a number of police forces in England and Wales has a lot to recommend it. Offenders who want to desist from crime can prove their commitment to it - their tracks show whether or not they are at crime scenes. The schemes are voluntary by default because there is no legal power to permit compulsion with these particular offenders.

AGM therefore seeks urgent clarification from Justice Secretary Chris Grayling (or indeed the Justice Minister at AGM) on whether such a transformational shift in the supervision of offenders is planned and if so to disclose all relevant information on the penal basis for such moves. AGM also calls upon Campaigning/Professional Committees to draft an urgent response to any such planned scheme and calls upon the union negotiators to address and challenge these plans at its next meeting with MoJ/NOMS officials after AGM.

16. Safeguarding and TR

This AGM wishes to remind the so called architects of the TR agenda that the safeguarding roles which are of enormous importance to the professional work of the Probation Service - across both CRC and NPS - must not be neglected in favour of reduced training costs and an economic desire to cut service provision in favour of profit.

Having read through much of the relevant paperwork on risk referral and risk escalation the Professional Committee could not help but notice that only one single paragraph in the entire series of documents made any real reference to risk to children or to safeguarding responsibilities.

Given that rumours appear to be spreading that potential private contractors are apparently being frightened away from the tendering process on account of high risks and high costs, it may be that these omissions are deliberate. The provision of resources by probation for Child Protection Conferences, coupled with the necessary costs of providing annual safeguarding training (which is both essential and necessary), may further discourage potential bidders in the view of the Ministry of Justice.



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We therefore ask this AGM:

- to endorse the need for all staff, CRC and NPS, to have safeguarding training to a level which maintains current professional standards;
- that increased resource allowance will be made to case-loads for those staff in either CRC or NPS who may have cases where there are active child protection issues, and;
- that all electronic risk assessment tools must contain relevant sections on risk to children, and be underpinned in all sections by a firm commitment to the paramount duty of all agencies with involvement with children to put the needs of the welfare of the child above all others.

AGM 2014 Resolutions (Scarborough) continued

17. Reconnecting Probation with Social Work

This AGM reasserts the probation service's proud history rooted in social work and recognises the fundamental relevance of social work theory, practice and values to the probation service today.

To this end, AGM instructs:

- Training Committee to immediately seek the inclusion of social work as a relevant degree for the purposes of the Probation Qualifications Framework.
- Professional Committee to undertake a review of the international definition of social work and produce a report on how this relates to probation practice, identity and values.
- The General Secretary, or a representative he shall appoint, to write to the head of the Probation Institute, informing them of the contents of this motion and that, as co-founder, Napo insists that the relevance of social work be properly recognised and active connections between social work and probation be developed, now and in the future.

Trade Union Organisation Committee

18. Supporting Manager Grades

As a Union, Napo represents a diverse range of staff with a wide range of issues, all of which need to be considered. It has become clear during these incredibly difficult times, created by Tory ideology, that many managers do not feel they are fully represented by Napo. For instance much of the TR information for probation members says 'tell your manager if you have workload issues, need clarification on new policies for example', but what happens to the managers themselves?

This AGM recognises that Napo needs to work with its manager members to plan ways of providing the appropriate information and support to meet their needs.

This AGM instructs the Trade Union Organising Committee to consult with managers, including manager reps on branch/section executives, and then report to the NEC with an action plan aimed at providing support to this group of members. Given the urgency of the issue, such an action plan should be provided at the earliest opportunity, April NEC.

Training Committee

19. Continuous Professional Development

This AGM is concerned that the recognition and recording of continuous professional development by a central body is now essential for probation practitioners in a profession where there are different organisations and employers involved.

AGM instructs the NEC to consider the establishment of a mechanism by which Continuous Professional Development (CPD) milestones of members will be recognised and recorded in the new probation world.

20. Recruitment and Training

This AGM is concerned that the present arrangements for the recruitment and training of new probation staff is fundamentally flawed.

These arrangements will not result in the recruitment of a broad range of new probation staff from a diverse range of backgrounds who reflect the communities they are required to work with.

This AGM instructs Training Committee to seek assurances from NOMS that adequate arrangements are made to ensure that equalities issues are given the highest possible priority and that Napo is represented on all relevant committees involved in deciding how recruitment and training is to be delivered.

21. PSOs and continued access to the VQ3/5

It has come to the attention of Training Committee that there is currently a pool of PSO staff who were undertaking the VQ3 with the expressed intention of completing the

VQ5 to become a qualified Probation Officer. Under the present TR arrangements, these staff cannot progress on to the VQ5, thereby are prevented from completing their training.

AGM instructs Training Committee to bring this matter to the attention of NOMS and to endeavour to urge them to provide a satisfactory route for those staff wishing to complete their training, including access to the VQ5 route.



Constitutional Amendments

CA1. Incorporation of role of Treasurer into Vice-Chair

The purpose of this Constitutional Amendment is to incorporate the role of the Treasurer into the role of a Vice-Chair.

Delete Clause 9(a) and replace with new clause 9 (a) below:

"The officers of the Association shall be full members of the Association as per Clause 4(a)(i) and consist of the Chair and five Vice-Chairs; of the five Vice-Chairs one will be an employee of Cafcass."

Consequential Amendments as a result of new clause 9 (a):

Clause 5 (a)

Delete reference to 'Treasurer' and replace with 'officers'

So the amended clause reads as follows:

5 (a) Subscriptions of members shall be determined, or revised, by a General Meeting after consideration of any recommendation of the NEC or the officers. Until subscription rates are revised the existing rates shall remain in effect.

Clause 9 (b)

Delete the last sentence: 'The Treasurer may serve a maximum of three terms (six years) successively in that office'.

So the amended clause reads as follows:

(b) The officers shall be elected by a secret ballot of full members, to be held at a convenient time prior to the AGM. They shall take office at the AGM following the election. They shall hold office until the AGM two years after they took office. They shall be eligible for re-election. The Chair and Vice-Chairs may serve a maximum of two terms (four years) successively in the same office.

Clause 9 (d) (i)

After the reference to 'Chair' delete the rest of the sentence: 'Vice-Chair or Treasurer,' and replace with 'or Vice-Chair,'

So the amended clause reads as follows:

9 (d) (i) the appointment of an acting Chair or Vice-Chair, Clause 12 (b)

Delete the reference to 'Treasurer' and replace with 'a Vice-Chair'

So the amended clause reads as follows:

12 (b) If it is necessary to appoint an official other than the General Secretary, the NEC shall convene a staffing sub-committee consisting of no less than four and no more than five members of the NEC, usually including the Chair and a Vice-Chair. The General Secretary may be appointed to the staffing sub-committee ex-officio.

Clause 12 (d)

Delete reference to 'Treasurer' and replace with 'a Vice-Chair'

So the amended clause reads as follows:

12 (d) Nominations to the election for the post of General Secretary shall be governed by procedures agreed from time to time by the NEC. Applicants for election will be considered by a staffing subcommittee of the NEC, consisting of no less than four and no more than five members of the NEC, usually including the Chair and a Vice-Chair and a co-opted member of the recognised trade union for Napo staff (in line with 12(f) below). Only applicants deemed 'electable' by the staffing sub-committee shall then go forward for nomination in writing by branches/sections or the NEC, with the consent of the nominee.

Clause 16 (b)

After the reference to 'Vice-Chairs,' delete 'Treasurer,'

So the amended clause reads as follows:

16 (b) The NEC shall consist of the Chair, Vice-Chairs, a representative of each branch of the Association and two black members elected in accordance with clause 16(c).

Clause 16 (e)

After the reference to 'Vice-Chairs' delete 'Treasurer'

So the amended clause reads as follows:

16 (e) Except as otherwise provided for in this constitution every member of the NEC shall have power to vote at its meetings as follows: the Chair, Vice-Chairs and black representatives elected in accordance with clause 16(c) shall each have one vote; each branch representative shall have one vote for each 50 full members or part thereof in the branch.

Clause 17 (d)

Delete the last sentence: 'Where a committee's terms of reference include the consideration of the financial affairs of the Association, the Treasurer shall be a member of that committee ex-officio'

So the amended clause reads as follows:

17(d) The Chair of the Association shall be a member of all committees ex-officio. She or he shall have discretion to delegate a Vice-Chair to attend instead.

Proposer: National Executive Committee

Abbreviations used in resolutions

AGM - Annual General Meeting
 CA - Constitutional Amendment
 Cafcass - Children & Family Court Advisory and Support Service
 CRC - Community Rehabilitation Company
 EIA - Equality Impact Assessment
 FCS - Family Court Section
 GPS - Global Positioning System
 i.e. (id est) - that is
 IT - Information Technology
 MoJ - Ministry of Justice
 MP - Member of Parliament
 NEC - National Executive Committee
 NOMS - National Offender Management Service
 nDelius - National DELIUS (Delivering Information to Users)
 NNC - National Negotiating Council
 NPS - National Probation Service
 PA - Probation Association
 PbR - Payment by Results
 PO - Probation Officer
 PQF - Probation Qualifications Framework
 PSO - Probation Service Officer
 ROTL - Release on Temporary Licence
 SARAH - Social Action, Responsibility and Heroism
 TR - Transforming Rehabilitation
 TUC - Trade Union Congress
 TUO - Trade Union Organisation Committee
 VQ3/5 - Vocational Qualification Level 3/5

Edridge at AGM

'I cried when I heard the news about the grant from Edridge'

The assembled membership at AGM gave a resounding burst of applause when Anne King, Chair of Edridge, told the audience how a colleague had expressed thanks for the help they had received from Edridge.



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Anne was presenting the Annual Edridge Report to AGM. It is a long time since the Report has been received with such enthusiasm. The short version of the report, produced especially for AGM, is available in the Annual Napo Report, and on our website.

Anne outlined the hard work Edridge Trustees and Staff have done in modernising our working methods and improving our Governance. Thanks were also given to the local Representatives, and the many colleagues who donate and raise funds for our vital work. Last but not least she paid tribute to the help we get from Officers and Staff at Napo Chivalry Road.

An important feature of the Report was the need for more regular donations, particularly in these uncertain times when so much is changing and the need for help from Edridge does not diminish. Anne told AGM about the significant bequests we had received during 2013, and that once again we had received a £10,000 donation from the CSiS Charity Fund, and of course the annual donation from Napo.

Fund Raising at AGM

The Napo Swim is becoming something of a tradition, and once again a few brave souls ventured out early on the Saturday morning to swim in the cold waters of the North Sea to raise money for us. The sea, of course, was on its own timetable and not only was it rough, but the high tide meant it was not safe to swim from the beach by the Spa Centre. To the rescue came a branch with a minibus and another place was selected just down the coast.

As in previous years a Napo member had set up a JustGiving.com page for dona-

tions. The sponsorship donations we received after the swim were only £114.33, and only a further £75 was received through JustGiving. This was very much less than last year, but there is still time to add to the total. Just go to: <https://www.justgiving.com/NAPO2014/>

We also collected just short of £2,300 in sales of Christmas Cards, merchandise and donations. Thanks to all those who helped.

New Trustee Needed

In the last issue of *Napo News* we told readers about the election of a new Trustee



Four Shires Napo

In September the Four Shires Napo branch organised a 'sticking together with Napo' event in the Luton office, the key feature of which was the eating of some delicious cake – though we did get to have a discussion about Napo's campaign against TR (Transforming Rehabilitation) as well!

About 15 members of staff attended the event, and the few that weren't members of Napo were encouraged to join.

I gave a brief update on what we are doing nationally, particularly around TR, and debate and questions followed on issues such as the use of sessional staff, recruitment of agency staff into Napo membership and professional issues in the CRC not getting due attention.

My thanks to local Napo reps Michael Cudjoe and Gordon Jackson for organising the event. If there was a sad note to the meeting it was that Michael announced that day that he was resigning from the ser-



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for Edridge, Bev Palmer (South Western Branch). Anne King told AGM that we now need another Trustee, and the process of seeking nominations had been started by Napo. If you are interested please contact us and we will tell you more. It is hoped that the new Trustee will be elected by the NEC at their November meeting, so there is still time to get your nomination in.

Applications for Assistance

Applications for help are still coming in at a fair rate, and we have predicted that we will have spent about £50,000 in grants by the end of the year. This means that we will still be looking for additional funding from elsewhere, or having to withdraw funds from our investment reserves.

The Trustees & Staff of the Edridge Fund of Napo
www.edridgefund.org

vice. Michael will be a tough act to follow as over the years he has done a great job of representing and organising his colleagues. But I am sure the Luton office will be able to replace him, as they have a strong commitment to the union.

The Four Shires branch have taken the 'sticking together with Napo' campaign to heart, as they also have similar organised in other offices in their branch area.

Sarah Friday
Napo National Official



Thousands join TUC march to demand fair pay



Napo members joined tens of thousands of other trade unionists to march through London on 18 October to protest at the unprecedented fall in living standards for ordinary people under the current government's austerity measures.

Workers in both the public and private sector are facing a significant squeeze on incomes, with average wages down by £50 a week in real terms since 2007 and five million people earning less than the living wage.

Speaking at the rally in Hyde Park TUC general secretary, Frances O'Grady said the high turnout sent a strong message to the government that wages needed to rise. 'After the longest and deepest pay squeeze in recorded history, it's time to end the lockout that has kept the vast majority from sharing in the economic recovery. Meanwhile, top directors now earn 175 times more than the average worker. If poli-

ticians wonder why so many feel excluded from the democratic process, they should start with bread-and-butter living standards', she said.

Strike action

The TUC 'Britain Needs a Pay Rise' demonstration marked the end of a week of strike action by many public sector unions over pay restraint. Although Napo has not been involved in action over pay (as we are not currently in dispute), members marched alongside colleagues in PCS, Unite, Unison, GMB, CWU and the Royal College of Nurses and Royal College of Midwives, to show support.

We also took the opportunity to publicise Napo's campaign against TR and the privatisation of Probation.

TUC speaking up for Justice

Napo is a founder member of the TUC Speak up for Justice joint union campaign. The campaign aims to bring attention to the justice system as a whole and the damaging effect this government's 'reforms' are having on it. Details of the campaign can be found on the website <http://speakupforjustice.org/>

We are looking for case studies of members to put on the website. These can be done anonymously and can be just a few lines about how TR has impacted on you as a worker. If you would like to contribute a case study then please send them in to Tania Bassett, National Official at tbassett@napo.org.uk.



Napo supports the Doncaster Care UK workers' struggle

As reported at AGM, Napo members' collection for the Care UK workers' strike fund raised £338.

The NHS Unison workers have just completed another three-week strike on 20 October, now 90 days in total making it the longest dispute amongst care and health workers.

The workers (working with adults with learning disabilities) went on dispute following being outsourced by the council to Care UK private company who immediately imposed a 35% pay cut and worsened other terms and conditions. But the dispute is not just for a decent pay rise and to defend their terms and conditions, it is also in defence of the NHS against privatisation.

Care UK has NHS contracts worth £102.6 million. Coincidentally the co-founder of Care UK (owned by private equity firm Bridgepoint who also own Pret-a-Manger and Fatface) John Nash and his wife have reportedly donated £203,500 to the Conservative Party over five years, including £21,000 to the personal office of Health

Secretary Andrew Lansley.

Lord Patten of Barnes sits on Bridgepoint's European advisory board.

In October 2012 Jim Easton resigned from the NHS Commissioning Board to become Managing Director of Care UK. Jim Easton was responsible for the procurement process for the NHS 111 services, 12 of which were won by Harmoni. Care UK acquired Harmoni a few weeks after Jim Easton joined Care UK.

Sounds all sadly familiar; unfortunately Healthcare just like Justice is being offered on a plate to private company vultures to make a nice fat profit at the expense of the workers and service users.

Napo members are urged to support and follow the inspiring Care UK workers' struggle at <https://www.facebook.com/pages/Doncaster-Supported-Living-Unison-Strike/1465854936976109> - check out the website for details on how to donate: <http://www.unison-dab.org.uk/>

Annoesjka Valent



David Raho from Greater London Branch reports: 'Napo members took the opportunity to give a copy of one of our Stop the Share Sale leaflets to Russell Brand, who was leading the TUC demo. Apparently he was surprised to learn that the government was privatising probation and described them as 'b***s' for planning to do so'.**