**POLICE AND JUSTICE SERVICE GROUP**

**STRONGER TOGETHER**

**ANNUAL REPORT 2017**

**Contents**

**Chair’s Welcome**

**Introduction**

**Section 1**: Meeting the NEC objectives

**Section 2:** National and Regional reports

**Section 3**: Action on 2016 service group conference motions

**Section 4**: Appendices

* **Appendix A** SGE Members
* **Appendix B** Sector Committee Members
* **Appendix C** Representation on Negotiating Bodies
* **Appendix D** Representation of SGE on internal and external bodies
* **Appendix E** SGE attendance record
* **Appendix F** Service Group Meetings/Negotiating Meetings
* **Appendix G** Branch Circulars
* **Appendix H** Press Releases
* **Appendix I**: Service Group Staff

**Chair’s Welcome**

Welcome to all delegates, visitors, guests, speakers and staff to our 2017 Conference here in Llandudno.  Your participation in conference is the key to its success; so whether you are a first time attendee, or a seasoned conference goer, please get involved, speak up and make your voice heard.

We are still living in very difficult economic times, with a further year of this government making all public service workers pay for the economic crisis through further reductions in budgets, services, the public sector pay cap, and revisions to pensions. How much more are we expected to take from this government? Locally our members are feeling the effect of these policies through the reduction in front office opening hours, closure of front offices culminating not only in job losses but loss of allowances, yet the cost of living continues to rise.

Employers continue to look to make further savings. There are no buildings left to sell, there is very little money in reserves, so what do they do? Reduce the income of our members by changing shifts, so that allowances are reduced.

There are many more challenges to come in police, probation and in CAFCASS, and our members will continue to be in the firing line regardless of which sector, or which country, they work in.

Unions were created to fight for working people, not just in the good times, and we will continue that fight within our service group and across our union.

Our annual report shows how much we have achieved in our service group during the past year, and it is something that we all should be proud of.

Enjoy conference.

Caryl Nobbs

Chairperson

Police and Justice Service Group Executive

**Introduction**

This report is a summary of the work of the Police and Justice Service Group Executive and its committees from the close of last year’s service group conference in October 2016 and August 2017.

The report is presented for approval to the 2017 Police and Justice Service Group conference, which brings together police, probation and CAFCASS delegates from England, Scotland and Wales.

Our report summarises the main areas of work undertaken by the Service Group, both in response to the decisions reached at Service Group conference 2016, and in relation to events over the last 12 months. The report covers the work of UNISON in all three home nations and in our regions. It has been another very eventful year, not least because a general election was called in the middle of everything else.

The Police and Justice Service Group re-launched our updated ‘Cuts Mean Crime’ campaign in June, just before election took place. We achieved unprecedented publicity for the campaign when our contribution to a Labour press conference on the impact of cuts on the emergency services went viral, reaching over 1.5 million viewers in the week of the election itself.

Police staff members in England and Wales voted by a margin of 87% in January 2017 to accept the proposals to amend the Police Staff Council Handbook which concluded part 1 of the Police Staff Council Pay and Reward Review. Part 2 of the review is now underway.

In Probation, the National Negotiating Council (NNC) was finally abolished in early 2017, when the National Probation Service (NPS) and the majority of the Community Rehabilitation Companies (CRCs) served notice on their membership. A lot of time and effort has since gone into negotiating the replacement bargaining machinery for both sectors.

At the time of writing, our 2017 pay claims for police staff and probation staff in England and Wales have yet to be the subject of negotiations with the employers.

In line with the decision at our 2016 Service Group Conference, we have set up two new sector committees (one for the NPS and one for the CRCs) to replace our National Probation Committee. This acknowledges the change in negotiating arrangements.

We have continued to make the case for a publically owned and operated probation service, by documenting the continuing damage of the Transforming Rehabilitation revolution and engaging with decision makers both inside and outside Parliament.

The thanks of the Service Group, as ever, go out to the activists, branch officials and regional staff who make the work of the Service Group such a success across all three nations; and of course to our members who support the work of the union in so many different ways.

**Section 1** of the report covers the work of the service group and its sectors against each of the NEC’s four objectives. The sectors are as follows:

* **Police Staff (England and Cymru/Wales)**
* **Police Staff (Scotland)**
* **Probation Staff (England and Cymru/Wales)**
* **CAFCASS (England)**

**Section 2** of the report provides national updates from UNISON Scotland and UNISON Cymru/Wales and from each of the regional police and justice committees.

**Section 3** of the report gives an update on the work in progress on delivering the actions in respect of motions passed at the 2016 Service Group Conference.

**Section 4** contains information on:

* Membership of the Service Group Executive (SGE)
* Membership of the Service Group Sector Committees
* Representation on negotiating bodies and external stakeholder groups
* SGE attendance record
* Meeting record
* Service Group circulars/joint union communications/e-communications/press releases
* Service Group Staff

**Section 1: Meeting the NEC Objectives**

* 1. **Objective 1: recruiting, organising, representing and retaining members**
     1. **Membership and Density**

**Membership**

Membership in all sectors of the Service Group has continued to decline as a result of cuts to the workforces in which we organise. In August 2017 our membership was:

Police Staff (England and Wales): 33,409

Police Staff (Scotland): 2,594

National Probation Service: 1,331

Community Rehabilitation Companies: 1,644

CAFCASS: 232

Total Police & Justice Membership: 39,210

**Membership Density**

Using the latest Government statistics (March 2017) and the latest membership information (August 2017), we have been able to calculate the following UNISON membership density rates for 2017:

Police forces in England and Wales: 46%

Police Scotland: 47%

* + 1. **Recruitment and Retention**

The Service Group Executive set up a small working group comprising Chair, Vice-Chair and Chairs of Sector Committees to look at recruitment and retention strategies. The Service Group Executive agreed a strategy paper containing recruitment and retention proposals at its meeting in May 2017. These proposals are being progressed at the time of writing.

* + 1. **Police Post Incident Procedures (PIP)**

The Service Group Executive, via the NEC, has developed the following services/support for branches and members involved in police force post incident procedures in England and Wales:

* **A bespoke branch training course**, developed by UNISON’s Learning and Organising Services (LAOS) and the Police Firearms Officers Association (PFOA)
* **A dedicated PIP 24-hour helpline** for members to get immediate access to legal advice if they are involved in a PIP
* **Member/branch materials** to publicise the new services, including a card for members to carry at work, a poster and dedicated pages on the UNISON web-site.

These materials were launched on 4 September 2017. It is hoped that the materials will be a significant resource for recruitment and retention purposes.

* 1. **Objective 2: negotiating and bargaining on behalf of members and promoting equality**

The following reports relate to each of the negotiating sectors which are responsible for bargaining members’ pay and conditions. We ran a fringe meeting at National Delegate Conference on 23 June 2017 on pay issues for all sectors within the Service Group, which was very well attended.

* + 1. **Police Staff Council (PSC) England and Wales**
       1. **Pay 2017**

Following consultation with members in each union, the Trade Union Side of the Police Staff Council (PSC) submitted the following one year pay claim in July 2017:

* A 5%, or £1,000, increase on all PSC pay points, whichever is the greater, from 1 September
* A 5% increase in PSC Standby Allowance
* The removal of the lowest 2 pay points in the PSC pay spine

The claim was submitted later than usual in the year, so at the time of writing there has been no response yet from the Employers Side. The Police Remuneration Review Body (PRRB), which determines police officer pay, is not due to report to the Home Secretary until September 2017. This is obviously an important benchmark award which will be taken into account in the Police Staff Council pay negotiators later this year when formal talks open.

* + - 1. **PSC Pay and Reward Review**
* **Part 1**

Members voted by a strong margin of 87% at the start of 2017 to accept the recommendation of the PSC Trade Union Side to agree proposals to revise key sections of the Police Staff Council Handbook. UNITE and GMB police staff members voted by a similar majority to accept the proposals as well.

As a result of the votes, a revised version of the Police Staff Council Handbook came into effect on 1 April 2017. The Police Staff Council Pay and Reward Working Party has since met to agree additional guidance to forces and branches in relation to some implementation issues, particularly the new work-life balance elements in the revised Handbook.

Police Staff Council Joint Circular 94, which provides the additional guidance, was published on 8 August 2017. The PSC Joint Secretaries wrote to two forces specifically in relation to local implementation issues which were outside the general scope of the joint circular.

Unfortunately, it was not possible for the Trade Union Side and the Employers Side to reach agreement on the eligibility criteria of the improved maternity pay provisions in the revised Handbook for women. This was particularly in relation to women who were already on maternity leave on 1 April 2017.

On 5 June 2017, UNISON therefore advised branches that women in this category should register grievances with their force as a precursor to lodging employment tribunal claims in support of their entitlement to the improvements in maternity pay. The Service Group worked with UNISON’s Legal Department and Thompsons to brief branches during July and August on how to pursue the cases in light of legal advice. At the time of writing four forces had reached local collective agreements with UNISON to settle the claims.

* **Part 2**

Following the conclusion of Part 1 of the Review, the Police Staff Council Pay and Reward Working Party has met to discuss information needs to inform Part 2 of the PSC Pay and Reward Review which is due to look at police staff basic pay, including job evaluation and pay and grading systems. It has been agreed to undertake a pay survey of all forces in the autumn of 2017 to provide the necessary data for this part of the Review.

* + - 1. **A Fair Deal for Police Staff Apprentices**

On 27 April 2017 the Police Staff Council Trade Union Side submitted a claim for police staff apprentices which asked for:

* A commitment from police forces and the police employers to offer higher level police staff apprenticeships
* A guarantee of genuine employment opportunities/career mobility for police staff apprentices
* An agreement on pay for police staff apprentices, with all apprentice roles subject to job evaluation in each force
* Full Police Staff Council terms and conditions, or force equivalents where local collective agreements exist, to apply to all apprentices
* A joint working group involving the Police Staff Council Employers and Trade Unions and the College of Policing to agree minimum employment and quality standards for police staff apprenticeships
* The mainstreaming of public sector equality duties in the rolling out of police staff apprenticeships.

In July 2017, the Employers Side responded disappointingly by indicating that they were not minded to reach a national collective agreement on police staff apprentices.

.

* + - 1. **Political Restriction**

Police Staff Council Joint Circular 93 was published on 28 April 2017, in advance of the local elections which took place in May and the General Election which took place in June, to set out the rights of police staff as employees to undertake political campaigning in their free time.

**1.2.1.5 Centralised Elimination Database (CED)**

In February 2017, the Police Staff Council agreed a response to the Home Office proposal to apply police officer regulations regarding the use of profiles derived from DNA samples to police staff who come into contact with the physical evidential chain. The agreement reached was that it should be a requirement of appointment for all new police staff in this category to provide a DNA sample, but voluntary for all existing police staff. Despite this position being agreed between the PSC employers and trade unions, the Home Office has continued to insist that it wants a mandatory requirement for all police staff, who come into contact with the evidential chain, to provide a sample. At the time of writing we remain in deadlock over the issue.

**1.2.1.7 Public Sector Exit Payments**

As part of its wider attack on the funding of public services and public sector workers, in September 2016 the Government proposed a set of punitive ‘reforms’ to exit payments – including redundancy payments. In summary there were three sets of proposals.

1. To recover exit payments given to anyone earning £80,000 or above at the time of exit if the employee returns to a public sector job within 12 months
2. Cap exit payments to no more than £95,000 in total
3. Reform existing agreements to reduce the factors relating to calculating an exit payment

The Trade Union Side became aware that the Home Office was proposing to allow police officers a more generous cap on exit payments of £149,000. We continue to explore the justification for this disparity with the Employers Side.

**1.2.1.8** **Workforce Futures Commissions and Police Staff Council**

In March 2017, the PSC Joint Secretaries wrote to the NPCC lead for Workforce Futures, Chief Constable Francis Habgood, to register the interest of the Council in those projects of the Workforce Futures programme which potentially impact on the pay and conditions of police staff in England and Wales.

The Council became aware that Workforce Futures had commissioned Korn Ferry Hay to work on two projects in particular:

* **Police Force Work Levels**: arising from College of Policing Leadership Review recommendation 2
* **Role Profiles for Police Staff**

As these projects have implications for the pay and conditions of police staff going forward, we asked the Workforce Futures team to ensure that any such implications be referred to the Police Staff Council at the earliest opportunity.

The National Police Chiefs Council HR lead for Workforce Futures, attended a meeting of the Police Staff Council Pay and Reward Working Party on 21 June 2017 to open the engagement between the Council and Workforce Futures on these matters in the context of Part 2 of the PSC Pay and Reward Review.

* + 1. **Police Advisory Board for England and Wales (PABEW)**

UNISON represents the Trade Union Side of the Police Staff Council on PABEW. Much of the agenda of PABEW now concerns regulations for the police officer pension scheme, however an area of continuing interest to the unions is the work of the PAB Misconduct Working Party which has been working on implementation of the Barred and Advisory Lists created by the 2017 Police and Justice Act. Police staff circular POL/21/2017, published on 30 August 2017, refers.

**1.2.3 Police Force Pay and Conditions Reviews**

* **Cleveland Police** continued to work on its job evaluation/pay and grading review in 2016/17, with the Service Group providing advice and guidance to the Cleveland Police branch and Northern Region. Negotiations are on-going locally.
* **Sussex Police** proposed major changes to unsocial hours payments and the Service Group worked with the UNISON Sussex Police Branch and South East Region in relation to this.
* **Norfolk/Suffolk Police** experienced some issues over appeals regarding their recent JE/pay and grading scheme in relation to which the Service Group provided assistance.

.

**1.2.4 Equality and Diversity**

**1.2.4.1 Police Sexual Harassment Survey**

The survey of sexual harassment was undertaken in association with the London School of Economics in May 2016. At the time of writing, the results have been analysed, endorsed by the Service Group Executive and awaiting an agreed publication timetable. Publication had been planned for earlier in the year, but was delayed by the General Election.

**1.2.4.2 UNISON/National Black Police Association (NBPA) Protocol**

Discussions were on-going with the NBPA to agree a joint working protocol. In July 2017 UNISON invited NBPA to work with us to survey our respective Black members over their experience in the workplace; 2016 Service Group Conference Motion 6 refers.

**1.2.4.3 UNISON/Association of Black Probation Officers (ABPO) Protocol**

A joint working protocol was agreed with ABPO. UNISON also invited ABPO to survey our respective Black members in the National Probation Service and the 21 Community Rehabilitation Companies over their experience in the workplace: 2016 Service Group Conference Motion 6 refers.

**1.2.4.4 UNISON/British Association of Women in Policing (BAWP) Protocol**

A meeting was held with BAWP on 22 February 2017 with the aim of agreeing more effective relations between our two organisations. At its meeting in July 2017 the Service Group Executive agreed a draft joint working protocol to propose to BAWP.

**1.2.4.5 Service Group Sessions at Self Organised Group Conferences**

The Service Group facilitated sessions for police and justice delegates at the Self Organised Group Conferences which fell in the period covered by this report.

**1.2.5 Probation Negotiations in England and Wales**

**1.2.5.1 National Negotiating Council**

The National Negotiating Council (NNC) for England and Wales was abolished in early 2017 as a result of the National Probation Service and the majority of the Community Rehabilitation Companies withdrawing from the Employers Side. The probation unions had protected the NNC since the split in the Probation Service in June 2014 and following CRC privatisation in February 2015, as per the terms of the NNC Staff Transfer and Protections Agreement.

UNISON asked the NPS and CRC employers to enter into a national collective agreement to oversee the transition to replacement bargaining arrangements, but this was blocked by NPS. Attempts to involve ACAS in brokering new arrangements also came to nothing, despite some meetings between the unions, NPS and ACAS officials in late 2016.

The probation unions asked that the following be put in place to ensure that legacy terms and conditions, which still remain the terms and conditions of NPS and CRC staff, are properly protected going forward:

* **NNC Legacy Forum**: overseen by the former NNC Joint Secretaries to arbitrate on any disputes concerning NNC Handbook terms and conditions
* **NNC Handbook and NNC circulars to be published on the Government Archive**
* **website** to ensure open access to contractual terms and conditions

At the time of writing, neither of these aims and objectives has been achieved.

**1.2.5.2 New Bargaining Arrangements**

Following the end of the NNC, the following new bargaining arrangements have been under negotiation for the separate probation employers:

* **National Probation Service**: a twice monthly NPS Trade Union Engagement Forum has been meeting for the last 12 months. This is not a formal bargaining body and this has created difficulties in the relationship between the unions and the NPS. There are proposals to create a formal Joint Negotiating Council (JNC) and a Probation Professional Practice Forum. The unions last met with the NPS in July 2017 to try to get progress on this machinery being set up. The National Officer has led on these negotiations.
* **Sodexo CRCs**: a quarterly negotiating body has been meeting informally for 12 months. Negotiations have concluded on moving to a formal Cross CRC Joint Negotiating and Consultative Council (JNCC) which will negotiate the pay and conditions of staff in all 6 Sodexo CRCs at company level. At the time of writing, the member consultation on the proposed new JNCC was about to start. The National Officer has led on these negotiations.
* **Interserve CRCs**: a quarterly negotiating body has been meeting informally for 12 months. Members in the 5 Interserve CRCs voted unanimously in August 2017 to accept the proposals to create an Interserve Cross CRC JNCC. The National Officer has led on these negotiations.
* **Working Links, Reducing Reoffending Partnership, MTCnovo, Durham Tees Valley CRC, Kent Surrey Sussex CRC, and Warwickshire/West Mercia CRC**: are all developing local bargaining machinery with the respective UNISON Regional Officers/Regional Organising Staff taking the lead on the negotiations.

**1.2.5.3 Pay Claim 2017**

Notwithstanding the abolition of the NNC, UNISON’s National Probation Committee agreed to submit a unified pay claim for 2017 on behalf of members across the NPS and the CRCs. The claim was as follows:

* Immediate payment of the contractual increment to which all NPS and CRC staff are entitled on 1 April 2017
* An above inflation increase in the value of all pay points
* An above inflation increase in all other allowances
* A non-consolidated lump sum payment for all NPS and CRC staff at the top of their pay band (not entitled to contractual increment) of £500
* An increase in London Weighting to £5,000
* The introduction of a South East Pay Allowance of £2,500
* All CRCs to offer the Local Government Pension Scheme to new starters
* Reform of the existing pay and grading system to provide:
  + Shortening of all pay bands to allow for progression to maximum in no more than 5 years
  + Deletion of pay band 1 to acknowledge impact of New Living Wage
  + Full equality proofing of the pay structure
* Holiday pay to reflect non-contractual earnings, with employers to pay relevant back pay where applicable.

The pay claim was submitted to all Probation Employers during June 2017. Pay talks with any of the employers to date has been limited.

**1.2.5.4 National Probation Service Negotiating Issues**

* **Pay and Grading Reform**

The NPS opened talks with UNISON and Napo in early 2016 over its intention to reform the current NNC pay and grading structure for NPS staff. The National Committee agreed a position paper on pay reform which seeks to bring the CRCs into the NPS pay modernisation talks in order to ensure that the same principles apply to any reform of the NNC pay and grading structure across all the current NNC employers. This position is reflected in the 2017 pay claim.

Despite some progress being made in the pay reform talks in late 2016/early 2017, in July 2017 the National Probation Service confirmed that it would not be able to make any offer on pay reform to NPS staff during the 2016/17 financial year. This was the result of the General Election and the impossibility of getting a Treasury remit to make formal proposals before March 2018.

In 2016 UNISON and Napo jointly served requests on the NPS and each of the CRCs for detailed pay and grading data to enable us to undertake equality audits on the existing NNC pay and grading scheme.

Most of the probation employers eventually responded with the full information requested, with the exception of the NPS and Sodexo. At the time of writing, UNISON is considering an application to the Central Arbitration Committee (CAC) for disclosure of the data from NPS as well as Sodexo.

* **National Job Evaluation Appeals**

In August and September 2016 UNISON submitted national job evaluation appeals on behalf of Approved Premises Residential Workers, Victim Liaison Officers and Business Managers, as a result of all three groups of staff being down-graded as a result of new E3 job descriptions. We worked with Napo to present cases to reverse the down-grading, but later in the autumn NPS turned down the appeals and confirmed its original decisions. There is now the opportunity for these members to request a new job evaluation process once they have been working in their new roles for more than 6 months. At the end of August 2017, UNISON submitted a national appeal in relation to the Band 2 outcome of the Mappa Administrator job evaluation.

* **Claim for backdated pay adjustment former Durham Tees Valley Approved Premises Residential Workers**

In December 2016, UNISON submitted a claim on behalf of members working as Approved Premises Residential Workers in NPS North East Division that they should have been re-graded to Pay Band 2 with effect from 1 December 2015, with back pay, as a result of changes to their role and responsibilities from that date. NPS turned down the claim.

* **Claim for North West Division Business Manager Acting Up Posts to be Made Permanent**

In January 2017, UNISON submitted a claim on behalf of Business Managers in NPS North West Division who had been acting up in roles for more than 4 years in some cases to be made permanent. NPS turned down the claim.

* **Holiday Pay**

Also in January 2017, UNISON submitted a claim to NPS in respect of staff entitlement to receive regular earnings during periods of annual leave, following the Lock vs. British Gas and Bear Scotland vs. Fulton legal judgements. NPS has yet failed to respond to the claim, other than stating that the MOJ will want to take a consistent line on these entitlements across the whole department

* **Pay Claim 2017**

So far NPS has failed to respond formally to UNISON’s 2017 pay claim. We chased up a response in early August, following the announcement that there would be no pay reform in NPS during this financial year. The NPS paid the contractual increment to all staff who are entitled to receive it in May 2017, which was noted by UNISON.

UNISON wrote to the Justice Secretary David Lidington on 20 July 2017 to ask the Secretary of State to lift the public sector pay cap for NPS staff this year. On 22 August the Secretary of State replied to say that civil service pay guidance would continue to be observed.

* **Harmonisation of Terms and Conditions**

In early 2017, NPS proposed to harmonise a significant number of terms and conditions, which were originally agreed via the National Negotiating Council (NNC), and move staff onto the equivalent HMPPS terms and conditions which apply to other civil servants in the MOJ.

Some of the proposed changes were very positive, particularly around maternity/adoption and family leave, most were neutral and some represented a detriment to members.

UNISON provided a detailed briefing to members in relation to the proposals and ran an on-line ballot which closed on 18 April 2017. Members voted by a margin of 79% to accept and 21% to reject the proposals, which were subsequently implemented following a similar result from the Napo consultation.

* **Failure of NPS Pay Roll Provider**

In light of the repeated failures of the NPS pay roll provider, UNISON undertook a survey of NPS members during June 2017 to gauge the impact of this on our members’ finances.

One of the particular failings of the payroll provider which came to light in June 2017 was its failure to collect and pay pension contributions on unsocial hours allowances for five months between February and June 2017. UNISON asked NPS to foot the bill for the arrears.

* **Checking Members’ Correct Pay Point**

UNISON offered to check NPS members’ pay points to ensure that the 2016 increment had been paid to all staff, and to ensure that staff were on the correct pay point. A number of members’ queries led to them receiving corrected salary payments, up to £1,200 in one member’s case.

**1.2.6 CRC Negotiating Issues**

**1.2.6.1 Sodexo**

* **Negotiating Machinery**

Work has been on-going over the last six months within the six Sodexo CRCs to establish formal bargaining machinery to replace the National Negotiating Council. Consultation on the proposed constitution was being undertaken with members at the time of writing. The three probation unions have continued to meet with Sodexo on a quarterly basis in order to progress our members’ agenda.

The following matters have been the subject of negotiations on behalf of members with Sodexo across all six CRCs:

* **2017 Pay Claim**

Our probation pay claim was submitted in June 2017. As yet there has been no response from the company, although Sodexo did pay the contractual annual increment in May 2017.

* **Pay and grading information**

Sodexo is one of only two probation employers (NPS is the other) which have failed to provide the probation unions with the full pay data requested for the purposes of collective bargaining.

* **Policy Harmonisation**

Sodexo wishes to harmonise HR policies and procedures across its 6 CRCs. The unions indicated that we would participate in this once the Cross CRC JNCC constitution has been put in place.

* **Open Plan Offices and Interview Booths**

UNISON and Napo registered a formal dispute with Sodexo over its failure to address concerns over their open-plan interview booths, which have left our members at risk of disclosing personal data when interviewing service users. Both unions contacted the Office of the Information Commissioner in 2016 to raise a complaint about this, but unfortunately this has, to date, had no material impact on the dispute, which remains in force.

* **Joint Union Workplace Stress Survey**

Napo and UNISON have drafted a joint union workplace stress survey for Sodexo members, which is due for release in September 2017.

* **Workloads**

UNISON has continued to press the case for an effective workload management tool for the Sodexo CRCs.

**1.2.6.2 Interserve**

* **Negotiating Machinery**

Following successful negotiations with Interserve over the course of 2016/17, UNISON was able to put a recommendation to members in early August 2017 to vote to accept proposals to set up national bargaining machinery for members in the five Interserve CRCs. Members voted unanimously to accept the proposals.

* **2017 Pay Claim**

Our probation pay claim was submitted in June 2017. Interserve has acknowledged the claim, but negotiations have yet to start. Interserve has paid the contractual increment to staff who are entitled to receive it in May 2017.

* **Third Party Contracts**

In March 2017, UNISON and Napo wrote to Interserve to take issue with the company’s actions in employing CRC staff to undertake third party contracts with commissioners, such as local government or the health service, on non NNC pay and conditions. We have yet to reach an agreement with the company on this issue.

* **Secondment Agreement**

In 2016 the unions concluded a secondment agreement with Interserve which allowed members who were due to transfer to the company’s separate Professional Service Centres to retain their CRC terms and conditions and pensions.

* **Joint Union Workplace Stress Survey**

UNISON and Napo undertook a joint union workplace stress survey of our members in the five Interserve CRCs during March 2017. The results, which have been shared with the Company, led the unions to call upon Interserve to:

* Establish a joint working group to oversee the stress identification and management process, and for this group to include adequate trade union representation.
* Remove the triggers for stress in the workplace and provide a safe system of work for all Purple Futures staff in relation to workload
* Ensure that individual and group stress risks assessment are completed and reviewed when necessary, and that trade union health and safety reps are involved in the risk assessment process
* Agree with the unions a workload management tool, which provides all staff with the reassurance that their workloads will be set according to strict criteria to protect both staff health and safety and public protection.

**1.2.6.3 Other CRCs**

Information relating to the bargaining situation in the other CRCs can be found in the Regional reports in Section 2. The reason for this lies in the fact that negotiations with the other CRCs are undertaken by UNISON Regional officials.

**1.2.7 CAFCASS**

* **Overview**

Following a period of change within CAFCASS, 2017 was a year of relative stability for the majority of members based within the organisation. Vic Walsh, a UNISON Regional Organiser in the North West, took over responsibility for the employer at the beginning of the year.

* **Membership & Recruitment**

Membership figures across the employer fell over the period 2016/17 from 266 to 245. This drop can be attributed to staff leaving the organisation. CAFCASS have outlined their plans to increase workforce recruitment of new staff over the next year, consequently we expect to increase these figures, and have factored this into the reps strategic organising plan for 2018.

* **Reps & Activists**

Over the past year, the number of accredited UNISON reps within CAFCASS has increased. There are now five active reps spread geographically across England, undertaking casework and engaging in bargaining with the employer.

* **Workplace Issues**

There are a number of workplace issues affecting UNISON members within CAFCASS, primary among these are the high levels of caseloads prevalent in many areas, and the increasing workloads resulting from the proliferation of compliance tools. The increasing workloads means that many Family Court Advisers are now undertaking unpaid work in the evenings and weekends just to keep up. This is having a detrimental effect on the health and well being of members, with a rise in the number of cases of stress and anxiety.

Pay negotiations will begin with CAFCASS later in the year, a pay submission is currently being formulated. This year UNISON met with the employer to discuss a “Strategic Pay Review” which was an item from the previous pay settlement. UNISON had hoped that his would lead to an increase in pay scales for all staff within CAFCASS, unfortunately the plan laid out by management only covered particular “pinch points” within the grading structure and geographical disparities identified by the management side, to help alleviate their challenges in recruiting new staff in particular areas and grades. These discussions have so far led to no agreement.

* **Future Plans**

UNISON stewards within CAFCASS met a number of times over the year to review and plan strategic objectives for next year. The resulting plan aims to increase the recruitment of new members and representatives by visiting CAFCASS offices and work locations across the country to hold recruitment events. It also aims to improve the communication networks between reps and the wider membership. UNISON will organise around the issue of high case loads to address the issues, and increase recruitment and participation amongst the membership.

* 1. **Objective 3: Campaigning and promoting UNISON on behalf of members**
     1. **Police Staff England and Wales**
        1. **2017 General Election**

The Police and Justice Service Group played a major role during the 2017 General Election in bringing to the attention of the electorate the impact which police cuts were having on the increase in serious crime.

UNISON was invited to attend a Labour Party Press Conference on the Tuesday immediately prior to 8 June to give our perspective on the link between police cuts and crime. We were well prepared for the event having carried out significant preparatory work for the re-launch of our ‘Cuts Mean Crime’ campaign. Our contribution to the press conference went viral and was seen by over 1.5 million viewers on social media.

We pointed out that the government has cut 46,000 police jobs since 2010; that these cuts have damaged the ability of the police service to keep the public safe and that they are continuing despite government claims to the contrary

Since the end of 2013, serious crime against the person in England and Wales has risen sharply, as police numbers have fallen.

* + - 1. **‘Cuts Mean Crime’ Campaign**

In June 2017 we published fresh data on the link between the decline in the police workforce and the rise in serious crime against the person. We broke this data down on a force by force basis and allowed this to be analysed by visitors to the UNISON web-site.

On 5 July 2017, UNISON wrote to the new Police Minister Nick Hurd to ask him to take notice of our campaign in the context of potentially misleading data from the Home Office purporting to show that crime is falling. We also asked the Minister to seize the opportunity to reinvest in policing, rather than continuing the policies of his predecessors in running the police service down via cuts to policing, particularly neighbouring policing.

* + - 1. **Home Affairs Committee Inquiry into the Future of Policing**

In February 2017 UNISON responded to the call for evidence for the Parliamentary Home Affairs Committee Inquiry in the Future of Policing. We submitted a detailed response which concluded as follows: *‘Front line policing has suffered enormous cuts since 2010; neighbourhood policing in particular. UNISON is very concerned that not enough attention is being given to the relationship between these cuts and the rise violent and sexual crime since the end of 2013. Whereas the government has been prepared to invest in order to bring down violent crime inside prison, this has not been the case in respect of rising crime outside prison. This is a safeguarding failure that requires immediate attention and action from the government.’*

* + - 1. **College of Policing**

UNISON has represented members’ interests at the College of Policing in relation to an increasing range of College business. UNISON has seats on the following College representative bodies: Professional Committee, Consultative Committee, Representative Forum, Members Forum, Policing Education Qualifications Framework Project Board (PEQF), and the Leadership Review Oversight Group.

UNISON has responded to the following College consultations on behalf of members over the last 12 months:

* **Licence to Practice**

In February 2017 the College opened a consultation on a proposal that all police officers and police staff in critical functions would in future be required to obtain a licence to practice. UNISON consulted branches and responded to the consultation in March 2017. We disagreed with the proposal that chief constables would award and rescind licences, unlike other professions where this function is undertaken by an independent regulator. These proposals are unlikely to progress as fast since the 2017 election and the restricted parliamentary time available to put the necessary legislation in place.

* **Professionalising Policing**

The Service Group was involved throughout the year in representing members’ interests in relation to the following key College projects

* + Police Educational Qualifications Framework
  + Apprenticeships, including proposals for the PCSO apprenticeship
  + Role Profiles, including the PCSO role profile
  + Leadership Review
    - 1. **Her Majesty’s Inspectorate of Constabulary (HMIC)**

UNISON consulted branches on HMIC’s proposed 2017/18 inspection programme in January 2017. Branches were asked to respond to HMIC directly.

**1.3.1.6** **Independent Police Complaints Commission**

UNISON has continued to attend the IPCC’s Staff Association and Trade Union working party.

We surveyed police branches in August 2017 over views about the effectiveness of IPCC independent investigations of police staff. IPCC has been invited to run some interactive workshops at the 2017 Police and Justice Service Group Conference to consider the outcome of the survey.

**1.3.1.7 National Police Chiefs Council (NPCC)**

* **National Policing Vision 2025**

In 2016, UNISON consulted police branches on the draft National Policing Vision drawn up by the NPCC and sent in our response to the Vision at the end of June 2016. NPCC finally published its ‘Policing Vision 2025’ in November 2016. We were pleased that NPCC took on board our comments about removing any references to the service having coped well with the cuts and removing references to privatisation.

* **Police Reform Board**

UNISON supported a bid, being sponsored by the Police Federation, to the Police Transformation Fund for a pilot to set up a Police Medical Welfare Service to enhance occupational health. We supported the bid on the strict understanding that the proposed Service would complement and not replace existing force occupational health services. The bid was approved by the Police Reform Board at its meeting in June 2017.

* **Fitness Testing Working Group (FTWG)**

UNISON is represented on this working group. The latest position is that the NPCC is due to contact the Police Staff Council to find out the Council’s position on mandatory fitness testing for police staff.

* **National Uniform Specification Group**

UNISON is represented on this group on behalf of police staff.

* **Abuse of Position for a Sexual Purpose Strategy**

UNISON submitted a response to this consultation, after consulting with branches, in March 2017.

**1.3.1.8 Policing and Crime Act 2017**

The Policing and Crime Act 2017 came into effect, allowing for the following controversial reform agenda for the police service including:

* The abolition of Fire and Rescue Authorities
* Transfer of accountability for fire and rescue to PCCs
* PCCs, or chief constables, to employ the fire and rescue workforce
* Greater use of police support volunteers and volunteer PCSOs
* Introduction of the Barred and Advisory Lists for police staff who are subject to disciplinary procedures

The Service Group has been working with the Local Government Service Group to monitor developments in relation to potential police and fire mergers. Branches were asked to provide an update to the Service Group via POL/20/2017 issued on 25 August 2017.

POL/21/2017 was issued on 30 August 2017, giving branches details of UNISON’s concerns and comments concerning the implementation of the Barred and Advisory Lists for police staff.

**1.3.1.9** **Police Arboretum Memorial Trust**

UNISON has continued to represent police staff on the board of the Memorial Trust.

**1.3.1.10 Privatisation**

The Service Group continues to send out contract alerts, on a regular basis, to all police branches to equip branch officials with early warning of any significant procurement activity which might have implications for services or jobs in particular forces.

**1.3.1.11 Protect the Protectors**

The Service Group Executive agreed to support a Police Federation originated campaign to press for tougher penalties for those who assault emergency service workers going about their duties. UNISON and the Federation organised a summit meeting for relevant trade unions and staff associations on 4 September with Chris Bryant MP who is sponsoring a private members bill to bring in this legislation.

**1.3.1.12 Meetings with Key Police Stakeholders**

The following meetings took place over the last 12 months:

22 February 2017: Nazir Afzal, Chief Executive, APCC

30 March 2017: Yvette Cooper, Chairperson, Parliamentary Home Affairs Committee

* + 1. **Probation Staff**

**1.3.2.1 National Probation Service**

* **UNISON response to E3**

UNISON continued to represent members in relation to the challenges following the implementation of the NPS E3 reforms.

* **UNISON submission to NOMS Probation Systems Review**

In August 2017 the three probation unions wrote to the Justice Secretary David Lidington to question why the government had announced additional public funding for the CRCs without publishing the outcome of the long awaited Probation System Review. UNISON also wrote to David Lidington on 20 July 2017 asking him to publish the outcome of the Probation System Review and halt the privatisation of night waking cover in NPS approved premises.

**1.3.2.3** **UNISON submission to Justice Select Committee Transforming Rehabilitation Inquiry**

On March 28 2017 UNISON appeared in front of the Parliamentary Justice Select Committee to provide evidence to the Committee in relation to its preparatory work for a full inquiry into Transforming Rehabilitation. We surveyed NPS and CRC members in advance of the hearing to allow probation staff to tell their side of the TR story direct to the MPs on the Committee. We subsequently wrote up the survey results and provided these to the Committee in July 2017, as well as writing to the Chair of the Committee to ask that the Committee launches a formal inquiry into TR in the autumn. PROB/5/2017, which was issued on 7 August 2017, refers.

Alongside the submission to the Select Committee, in August 2017 UNISON joined with Napo and GMB/SCOOP top write to the Justice Secretary, Public Accounts Committee and National Audit Office to seek their support for a full review of the failing privatised CRC contracts.

**1.3.2.4 Campaign to Stop the Privatisation of Approved Premises Night Waking Cover**

UNISON has continued to lobby the MOJ to reverse its plans to privatise night waking cover in approved premises. This is being sneaked in under cover of the bigger cross departmental Facilities Management Contract. UNISON engaged the services of the Association of Public Sector Excellence (APSE) to allow us to properly analyse the proposals to outsource residential services within an FM contract. We came to the conclusion that MOJ was breaking procurement law in attempting to use an FM framework contract to let such services. Unfortunately, MOJ refused to answer questions which we posed in relation to this issue. We wrote to the NPS, the Crown Commercial Service, the MOJ FM Transformation Director and finally the Minister to raise these legal issues, but they all failed to answer the questions we posed regarding the FM contract codes.

UNISON also wrote to the NPS and the Minister to query the circumstances which led to the MOJ providing an existing private contractor with an extension contract to run night waking services in the NPS North East Division without any apparent procurement process having taken place. This also raised questions over procurement legislation.

UNISON advised members who have been told that they are in scope of a TUPE transfer to the proposed private provider of night waking cover to write seeking answers to questions over the NPS selection process for TUPE as these are far from clear legally. NPS has responded inadequately to the questions.

**1.3.2.5 Joint Union Referral of UK Government to the International Labour Organisation (ILO)**

The joint unions’ ILO referral makes the case that the privatisation of unpaid work is in breach of the ILO’s Forced Labour Convention. This is because forced labour that is the result of an order of a court, and only complies with the Convention if it is delivered by a public sector body. The unions are continuing to press for the ILO to hold the UK government properly to account in relation to the issues set out in the referral.

**1.3.2.6 Probation Institute**

UNISON has had on-going contact with the Probation Institute in relation to its intention to become a licensing/registration body for probation staff and the development of a professional framework for probation.

**1.3.2.7 Meetings with Key Probation Stakeholders**

31 July 2017: Bambos Charalambous MP, Justice Select Committee member

**1.3.3**  **Branch and Regional Visits**

The National Officer made the following visits to police and justice branches/UNISON regional events in the last 12 months:

* December 2016:UNISON Eastern Region Police & Justice Committee
* 23 January 2017: Northern Region Police and Justice Committee
* 13 March 2017: UNISON Humberside Police Branch AGM
* 22 March 2017: UNISON Police Scotland Seminar, Stirling
* 25/26 July 2017: UNISON East Midlands Police and Justice Seminar
* 5/6 September 2017:Cymru/Wales Police and Justice Seminar
  1. **Objective 4: developing and efficient and effective union**
     1. **Police and Justice Service Group Budget**

The Police and Justice Service Group was allocated £89,600 by the NEC to cover the cost of Service Group Executive and national sector committee meetings and the administration of the Service Group at a national level.

A further £44,300 has been made available for campaigns and projects.

* + 1. **Service Group Conference Review**

The Service Group Executive working group which looked at recruitment and retention (Section 1.1.2 refers) also reviewed current arrangements for Service Group Conference. As a result of these deliberations, the Service Group Executive has proposed a motion to this year’s conference to shorten conference to two days with the finish on Friday.

**Section 2: National/Regional Reports**

**UNISON Scotland**

UNISON Police Staff Scotland continues to campaign against the Scottish Government’s outdated pledge of 17,234 Police officer establishment posts combined with efficiency savings of £1.1billion by 2026.

This year the employer narrowly avoided industrial action by making an improved pay offer which was accepted by the members by the slimmest of margins 51%-49%.

Due to high profile governance failures and concerns about openness and transparency in the Scottish Police Authority (SPA), the Chair Andrew Flanagan has been forced to resign as well as Chief Executive John Foley.

Due to the poor outcomes of reform to date, Police Scotland and the SPA released their ‘Policing 2026’ consultation which the Branch has participated in.

The early indications are that there has to be a significant move towards changing the workforce make up in order to balance the books. However the short to medium term expectation is such that, with continued funding pressures, the cuts to Police Staff will continue, but may undermine the viability of providing a ‘best value and balanced workforce’ going forward. This may be further complicated with the pending integration of British Transport Police D Division into Police Scotland, which has recently been granted Scottish Parliamentary approval.

**Objective 1 - Recruiting, Organising and Representing members**

The Branch continues to represent members in the harmonisation negotiations – the project was due to be concluded in October 2016. We have been heavily involved in the Job Evaluation Quality Assurance and Policy & Procedures development. We proactively engage with the Scottish Police Authority Board, Police Scotland, Justice Secretary, civil servants and HMICS to communicate the problems facing our members and policing as a whole. Through our dedication, commitment, diligence and our high profile presence, our density remains high despite the continuing cuts to police staff, and we continue to recruit.

**Objective 2 - Negotiating and Bargaining / promoting equality**

We continue to strive to satisfy the need for proportionality in our negotiating teams, and continue in the recruitment of female activists in recognition of the gender profile across our membership and remove inequality that exists in the workplace. The Branch has established a Women’s Group and we continue to have healthy engagement with a variety of different equality groups such as SEMPER, Scottish Carers Association and the Scottish Woman’s Development Forum (SWDF). The Branch has been fully involved in the drafting and shaping of the SPA’s Equality Monitoring Outcomes and continue to champion the need for more and better quality reporting on equalities.

**Objective 3 - Campaigning and promoting UNISON**

We continue to maintain an effective online presence through social media and wider engagement in the local/national press. We engage and lobby journalists, politicians and academics on a regular basis and have consistently been proven to be accurate in our views of the true picture of Scottish Policing. The Branch was invited to appear at the Holyrood Justice Sub Committee and we continuously strive to reach a wider public platform to present the views of our members. We recognise this only adds to the perception of UNISON as a reliable and credible source of information. We have undertaken a commitment to send out weekly communications to our members to keep them updated on newsworthy developments.

**Objective 4 - Developing an efficient and effective union**We have an established network of Branch stewards and activists covering Scotland serviced by local surgeries, roadshow events and the use of technology, such as ‘Facetime’ to better improve communication between Branch officers / activists. The Branch carry out an effective training programme to ensure activists are fully versed in a wide variety of skills and knowledge to assist and represent the membership.

**UNISON Cymru / Wales**

**Recruitment and Retention**

Two of the four Police and Justices Branches in Wales recorded small net increases in membership during 2016. In a climate of austerity, job losses, and reorganisations that was a very good result. In general our membership has been holding up reasonably well.

**Bargaining and Negotiating**

Branches have been engaged in reorganisations as resources have been stripped out of police budgets. ‘Smarter working’, ‘agile working’ and ‘hot desking’ are just some of the management buzz words branches have encounted as synonyms for cuts and job losses.

Police precepts have increased in council tax hikes across Wales as our communities who have had to pay more to make up for at least some of the Westminster Government cuts.

**Campaigns**

Our highest profile campaign has been in the Wales CRC. Working Links, which has the Welsh contract and two South West England contracts, has spent the last 18 months reducing the overall work force by 44%. UNISON has suffered membership losses and has had its steward base decimated as a result. We believe that new working systems are dangerous and unsafe. UNISON and our sister unions in probation have been in dispute with the company for over a year, and whilst we have slowed the pace of job losses, we have yet been unable to reverse them. Community Payback Supervisors are one of the last groups to face reorganisation and job losses ,including a job re-design. UNISON members here have provided stubborn resistance to the management, and their dispute continues.

In NPS we continue to try to ameliorate the affects of national policies locally.

**Resources**

Our coordination between branches has been severely hampered this year because of a number of unavoidable factors. Therefore branches have in the most part had to rely on their own resources. Unfortunately, we were not able to replace the Fighting Fund Area Organiser who had maintained our recruitment in both parts of the probation service, found new activists to become reps and supported members in the CRC and NPS.

**East Midlands Region**

* **Recruitment, organising and representation**

Recruitment-wise, the year started really well for police branches and it is only down to a significant number of police staff becoming police officers that not all branches showed an increase in membership.

All branches are using innovative ideas and getting out there raising UNISON's profile. Nottinghamshire Police have been impressing members and non-members alike with a UNISON-liveried caravan serving bacon and sausage cobs. It was a real hit and one week they recruited 18 new members and counting!

Recruitment is slower within the probation branch, but with the continued difficulties facing the fragmented probation sector it has not been easy. The branch is about to start a concerted recruitment campaign across the region and by the time of conference we hope to see the branch growing with new members and more new activists.

All branches continue to maintain an excellent standard of representation with Leicestershire Police's Lesley Panton winning caseworker of the year award and Northants Police branch winning both branch of the year and education branch of the year awards. How impressive is that for our Police and Justice branches to have achieved 3 of the 4 awards?

**Fair pay, terms and conditions**

We are currently undertaking job evaluation and pay modelling for Leicestershire Police which is projected to be finalised by 2018. The usual concerns are present in an unacceptably high number of red circles and the use of the Hay system which is not our preferred scheme.

Nearly all police branches have faced a plethora of shift pattern changes which have been understandably concerning for our members. The branches have successfully assisted these members and continue to do so for those who have ongoing issues.

In the Reducing Reoffending Partnership (RRP) CRCs, we were unable to consult our members on the pay award this year, as the consultation forums and participation of our reps were not successfully established. The deal was pushed through rather quickly. We are now working closely with our colleagues in the West Midlands to ensure that this does not happen again next year.

**UNISON structures**

This year we have established our first regional magazine with the first issue widely distributed across the region in August. Our aim is to inform members, non-members, police officer colleagues and station visitors alike, so that all are aware of UNISON's endeavours and news.

In addition, we held our first 24-hour event for all branches in July. This extremely useful and enjoyable event was held centrally in the region at the Yew Lodge Hotel, Kegworth, with the National Officer for Police & Justice as our guest speaker. This was followed by a meal at the adjacent Marco Pierre White restaurant with a lovely crowd of participants. It proved a marvellous way to achieve a work plan and to network with each other. We hope to repeat the event next year.

Our probation branch is fully engaged with the new national committees and with colleagues in the West Midlands region to ensure a smooth transition since the split to separate NPS and CRC negotiating bodies.

This has been another lively, challenging but productive year for Police and Justice in the East Midlands.

**Northern Region**

**Objective 1: Recruitment, Organising and Representing Members:**

While the pace and size of change has reduced this last year these are still difficult times and the branches have continued to handle redundancies and restructures highly effectively within policing, probation and in private companies.

Collaborations between the three North East forces and North Yorkshire have been increasing and while in the past these have mainly involved police officers, the number of collaborations where there is impact on police staff is increasing. Recent months have seen the region’s forces working together on TSU, legal services and fingerprinting with more areas under consideration.

The branch representatives are heavily involved in these discussions and although the general terms and conditions are not contentious there has been some difficulty trying to match up job grades and job evaluation schemes.

The forces have eventually realised that the job cuts made since 2010 in both staff and officers have been too drastic and this is being partially addressed through limited recruitment. Branches continue to be successful in recruiting these new employees and along with other recruitment initiatives the density levels across the region have been maintained.

Recruitment within probation, both in the National Probation Service and the two Community Rehabilitation Companies, is still proving to be difficult while the service continues to struggle with the government’s Transforming Rehabilitation programme.

**Objective 2: Fair Pay and Terms and Conditions:**

The changes to the Police Staff Handbook introduced on 1st April as part of the Pay and Reward negotiations have been agreed locally and are now in place.

Following the outcome of the pay consultation ballot probation members in the region now have three separate pay negotiations to deal with. In addition to the NPS, talks will also be held with Sodexo covering the north of the region and Durham Tees Valley CRC in the south. Hopefully the outcomes will go some way to address the lack of awards over recent years.

**Objective 3: Support Public Services:**

The three Labour Police and Crime Commissioners within the Northern Region continue to work with UNISON and have among other achievements stopped further privatisation, registered as Living Wage employers and introduced a number of initiatives on domestic violence and community cohesion. Their support for neighbourhood policing has over the years helped protect frontline jobs.

With the recent introduction of the Policing and Crime Act 2017, which increases the remit of the PCCs along with encouraging the use of volunteers, it will more important than ever to continue working relationships.

**Objective 4: UNISON’s Structures:**

The regional service group continues to meet on a regular basis with participation from all three police branches and delegates from Northumberland and Middlesbrough local government branches with probation members.

Delegates from the service group continue to be active within the region and this ensures that the police and justice issues and campaigns have a high prominence and receive full support from UNISON colleagues from across the region’s other service groups.

**North West Region**

* **Objective 1**

Branch and service group 2017 plans identified target departments to increase density, which included events such as walk and talk in Lancashire a focus on mental health week, and improved communications. Steward recruitment and engaging younger members has seen success in a number of forces as a consequence. Involvement in National PIP training is a future target in the region to improve stewards’ knowledge and skills. Branches in the region used consultation on ‘pay and reward’ to recruit members and talent-spot activists as non members wanted to be involved in this process.

The region has experienced a growing number of IPCC referrals which has also impacted on recruitment.

* **Objective 2**

Negotiation and bargaining through reviews, mainly affecting Corporate Services, HR, Front Desk Services, Finance and IT resulted in loss of posts with VR applications limiting capacity for campaigns. Changes in IT continue to affect members, but gains have been made such as Greater Manchester Police’s decision to step away from outsourcing to Capita.

Regional negotiations for Forensics members regarding a proposed collaboration between Merseyside, Cheshire and North Wales Police resulted in this proposal being abandoned, with the involvement of the Cheshire PCC being influential. As a result, UNISON’s profile was raised, and the threat to jobs, grades, reduced terms and conditions and provision of an inferior service was removed.

Negotiations on Shared Services across Cheshire Fire and Police have resulted in protections, despite the application of recent legislation changes. Predicted savings have not materialised, exposing differences between these Services. Prospective difficulties in interpreting some sections of the new PSC Handbook, including maternity and payment for TOIL, has caused issues amongst branches, as Forces have taken a hard line on maternity payments and ET claims continue.

* **Objective 3**

Branches have raised concerns in 2017 over the loss of experienced HR Officers in Forces, replaced by Police Officers with no grasp of employee relations.

An increase in bullying complaints, some at the highest levels, has, as a consequence, meant branches campaigning for greater accountability, transparency, equal treatment for members.

* **Objective 4**

Branch assessment processes continue to assist branch improvements in efficient working arrangements.

* **Probation – North West Branch**

The probation branch has undergone key changes following departure of experienced officers. A reorganisation has resulted in current and new activists filling key leadership roles. The branch is utilising regional pool arrangements to address casework and geographical pressures and has played a key role on national bargaining arrangements for the Interserve CRC contracts.

Staffing reductions and streamlining, combined with a freeze on recruitment has affected recruitment and retention, however, the Probation sector in the North West has potential for recruitment.

The botched introduction of the new IT infrastructures and equipment across the CRCs continues to impact on members.

The branch/region has organised actions in Lancashire and Cumbria as part of the national action plan on Sodexo.

* **NPS**

Payroll problems following outsourcing to SSCL is a key issue affecting members, with errors on pay, pensions and allowances.

Sickness absence procedures continue to be applied punitively within NPS and support for members affected by E3 is ongoing and will continue as we face impacts of phase 2 on members.

**South East Region**

* **Objective 1**

The region has five police and justice branches, with a total line count membership of 4279 at the end of September 2016. 723 new members joined in 2016 but there was a net decrease of 208 members over the year.

By the end of June 2017, 439 new members had joined and 385 left; a net increase of 54. This is an improvement in both areas in comparison to 2016. Sussex Police and Justice branch presently have the best recruitment rate. Across the branches, 22 new stewards and 6 health and safety representatives had been recruited by June 2017.

**Objective 2**

Hampshire Constabulary demonstrated willing to adopt the 2017 Police Staff Council handbook in full, albeit the branch has had to pursue cases relating to the full implementation of maternity benefits. Sussex Police have instead selected elements of the handbook for partial implementation. They are also negotiating with the branch on a variation to the scheme of unsocial hours payments.

Surrey Police are not in the PSC and their members voted in favour of acceptance of a 1.5% local pay award for 2017/18.

As part of alignment with Sussex Police, Surrey Police are undertaking a restructure likely to result in redundancies within the Information and Crime Management team.

Thames Valley Police continue to collaborate with local forces regarding Contact Management, Joint Operations Unit, ICT, Counter Terrorism and ERP. They will commence a review of all police staff terms and conditions later this year.

The 7 Force Strategic Collaboration Programme is evolving across the east of England involving Kent and Essex sharing a Serious Crime Directorate and Support Directorate (e.g. HR functions, payroll etc.). The impact of a Kent and Essex Management Command Review looking at, “ongoing blue light integration opportunities,” is yet to be determined.

Thames Valley Police and Sussex Police have entered into co-location arrangements with the fire service.   
Surrey Police branch representatives have been involved in supporting members through several IPCC cases.

Sussex Police branch successfully challenged custody firm Tascor Ltd’s attempt to reduce bank holiday pay received by staff without providing adequate notice of change to contract.

Probation employers continue to undertake reorganisations resulting in changes to roles, terms and conditions and in some cases, relocations and redundancies.

**Objective 3**

In response to Kent Police’s use of volunteers, the branch has submitted a paper responding to the consultation, criticising the lack of meaningful engagement on behalf of the employer and the poor quality of the process.

**Objective 4**

The region’s service group committee’s autumn seminar is set to include sessions on the IPCC’s role and Defence Medical Welfare Service.

A fighting fund area organiser is undertaking an 11 month project with focus on a building UNISON’s structure in relation to organising probation members. They have established stewards with paid release in three out of the four probation employers. They have developed contacts, undertaken casework and provided support in negotiations to members within non-Police employers.

**West Midlands Region**

The police staff branches continue to work in an environment of significant cuts to the police budgets. West Midlands Police still have £14m to save, Staffordshire has £9m to save, West Mercia has £9m to save and Warwickshire has a further £6m to save. All these savings are to be achieved by 1st April 2018 and come when the security threat still remains at severe. As a consequence there is a constant pressure to reduce expenditure which in most cases falls on police staff, either in reduction in numbers and redundancies, or reduction in shifts and associated pay. Against this backdrop West Midlands Police, under the insistence of the Labour PCC, is taking on 800 new police officers, many of whom are former PCSOs, or members of police staff. There is commitment to backfilling these posts.

Elsewhere in the region there is a move from the PCC to take over control of the fire and rescue services in Staffordshire and in West Mercia. This is not a move that is welcomed by the staff concerned and UNISON is involved in representing the members concerned.

Both the Warwickshire and West Mercia CRC and the Staffordshire and West Midlands CRC are struggling with inadequate funding. Cuts to staffing have left the remaining staff very stretched. Staffordshire and West Midlands (SWM) CRC, which is owned by Reducing Reoffending Partnership (RRP), has in many respects ceased to operate as distinct company, because RRP treats both SWM CRC and the East Midlands based Derbyshire Leicestershire Nottinghamshire and Rutland (DLNR) CRC as one entity. The UNISON branches covering both CRCs are now working closely together.

The UNISON membership within the National Probation Service, as with colleagues elsewhere within NPS, is coping with the changes brought in through E3. Staff may not be happy as to where they are being deployed, but there are no immediate job losses.

Against this background, across all parts of the service group, there has been little appetite for campaigning to improve terms and conditions or pay, as staff continue to reel under the continued pressures.

**Yorkshire & Humberside Region**

Branches in the Yorkshire & Humberside Region have focused heavily on retention of membership density to ensure influence with the respective employers is maintained. Both Humberside and North Yorkshire Police branches have two of the highest density levels within UNISON. West Yorkshire Branch have seen an increase in membership during 2016/17 and increased their density levels to over 50%.

Within the Probation Service, UNISON has been particularly active following the appointment of a Fighting Fund Organiser (FFO). A number of activities have been undertaken during 2017, including monthly drop-in sessions which were particularly successful in East Riding having identified new workplace reps.

A key objective was to make UNISON more visible within the Probation Service, and during 2017 we have produced newsletters, up-dates, posters and arranged drop-in sessions for all staff. This has begun to turn around some negativity into a more positive view of UNISON and the work we do within the service area.

The most serious issue facing police members once again is job security. In West Yorkshire we have seen the cuts commenced in 2010 continuing unabated with the Force still required to find £25m of savings before 2020. As a result there have been a large number of reviews taking place including “op fusion” which is a review of all back office functions expected to bring in savings of £4m+ with a loss of around 150 posts. These cuts,which also affect two of the other forces within the Region, have resulted in workload demands increasing with staff over worked and demoralised as a result.

In North Yorkshire the situation looks markedly different with no more planned cuts and the force recruiting new PCSO’s, Force Control Room staff and also Custody staff.

In the Probation service, workplace stress and ill-health due to unworkable caseloads is the major issue with CRC’s regionally and the FFO, together with local reps, on the back of the National Joint Union Stress Survey decided to run a campaign in West Yorkshire CRC. They called it “Caseload Overload” and it is designed to focus on workplace stress and mental health; getting members to proactively engage and take some action at local level.

The campaign involved running a number of stalls and producing stickers and leaflets. The campaign will now be rolled out throughout all parts of the region following its successes within West Yorkshire.

The police branches have been kept busy following the adoption of the new Police Staff Council Handbook. All branches identified members affected by the dispute over Maternity and Adoption Pay Entitlements, with a number of claims now with Thompsons Solicitors.

All four branches have reported that every Police Force Control Room is to be reduced in numbers, but that calls have tripled/quadrupled over the last few years. Forces are now finding it difficult to cope and the Regional Service Group are making approaches to raise this at national level.

**Section 3: Action on 2016 Service Group Conference Motions**

This section of the report provides an update to Conference on the action taken since the last Service Group Conference on motions passed at our last conference.

**Motion1: Policing on the cheap – exploiting the unemployed**

* Action pending

**Motion 2: Volunteers – Policing on the Cheap**

and

**Motion 3: Powers for Community Support Volunteers and Police Support Volunteers**

* FOI questions on use of volunteers sent to forces in England and Wales in July 2017

**Motion 5: Stand-by Rules Take Advantage of Members**

* Suffolk Police Branch drafted member questionnaire in May 2017

**Motion 6: Black worker representation in police and justice workforces**

* On line survey of Black members’ experience in the workplace drafted in July 2017
* Draft survey sent to National Black Police Association and Association of Black Probation Officers seeking their support in July 2017

**Motion 7: Survey of branches and members – disability related matters**

* Action pending

**Motion 8: Budget cuts and the effect on equalities training**

* Action pending

**Motion 9: Improving workplace equality and diversity in the National Probation Service and Community Rehabilitation Companies**

* Letters sent to National Probation Service and 21 Community Rehabilitation Companies asking for latest workforce diversity data in June 2017

**Motion 10: Health and Safety in the Probation Service**

* PROB/04/2017 issued in July 2017 with details of how to conduct health and safety risk assessments, the health and safety rights of probation workers and the responsibilities of employers for the safety of their employees.

**Motion 11: Flexible Working in Operational Roles**

* Police circular with questionnaire for members working in operational roles drafted in April 2017

**Motion 12: An inflexible police service**

* Action pending

**Motion 13: Recruiting and organising LGBT members in police and justice**

* Action pending

**Motion 14: Staff care = staff retention**

* Joint UNISON/Napo workplace stress survey carried out in 5 Interserve CRCs in March 2017.
* Similar planned for 6 Sodexo CRCs

**Motion 15: Blue light proposals – a threat to police staff jobs**

* Police branches surveyed in July 2017 over local developments in police and fire collaborations
* POL/20/2017 issued on 25 August 2017 with advice and guidance on dealing with proposals for collaboration and merger
* Advice and guidance provided to police branches/regions involved in PCC bids to take over fire and rescue governance

**Motion 17: Dispel the Myths Around Protected Budgets**

* Action pending

**Motion 18: Police and Justice Constitution**

* Service Group constitution amended in line with decision

**Motion 19: Sector Committees for the National Probation Service and the Community Rehabilitation Companies**

* Separate National Probation Service Sector Committee and Community Rehabilitation Company Sector Committee set up

* First meetings of new committees took place on 8 September

**Emergency Motion 1: Commitment to double waking night cover**

* September 2016: survey of members working in approved premises over the quality of work of the existing night waking contracts
* 4 October 2016: Results of survey sent to Sonia Crozier on, asking that the privatisation proposals be called off and for the NPS to produce a public sector comparator bid to examine the costs of retaining the service in house
* 7 November 2016: letter to Sam Gyimah, Probation Minister, raising objections to the privatisation on the grounds of public safety, cost and the refusal of NPS to consider an in-house bid
* November 2016: commissioned Association of Public Sector Excellence (APSE) to advise on technical aspects of night waking cover procurement process
* December 2016: model letter issued for AP members to write to their MPs asking them to challenge the privatisation with the Secretary of State
* 2 March 2017 letter to Sonia Crozier, Director of NPS, challenging the legality of the night waking cover privatisation
* 6 April 2017: letter to Crown Commercial Service challenging the legality of the procurement process
* 6 April 2017: letter to Sam Gyimah, Probation Minister, raising official complaint over NOMS misuse of an FM Framework to let residential services
* 27 April 2017: letter to NOMS FM Transformation Director challenging the failure of NOMS to respond to legitimate questions over the procurement
* 7 August 2017: joint union letter to David Lidington, Justice Secretary, asking him to call off the night waking cover privatisation
* 9 August 2017: joint union letter to Michael Spurr requesting urgent meeting to request the calling off of the night waking cover contracts

**Section 4: Appendices**

**Appendix A**

**Composition of the Police and Justice Service Group Executive**

**Chair: Caryl Nobbs Vice-chair: Debi Potter**

**Police Staff Regional Representatives**

Eastern Mark Trask General Seat

Annie Powell Female Seat

East Midlands *Vacancy* General Seat

Abi Harris Female Seat

Northern *Vacancy* General Seat

Caryl Nobbs Female Seat

North West *Vacancy* General Seat

Steph Bell Female Seat

Scotland George McIrvine General Seat

Michelle Brewster Female Seat

South East Declan Clune General Seat

Kathy Symonds Female Seat

South West Sophie Jones General Seat

Debi Potter Female Seat

Cymru/Wales *Vacancy* General Seat

Alyson Thomas Female Seat

West Midlands Susan Wall General Seat

*Vacancy* Female Seat

Yorkshire & Humberside Tony Green General Seat

Jane Wilkinson Female Seat

**NEC members** Chris Hanrahan General Seat

Maureen Le Marinel Female Seat

**Police Staff Council (Scotland)**

**Sector Committee Chair**  Drew Livingstone

**Probation Sector Committee** Neil Richardson General Seat

Lee Middlemass Female Seat

Helen Cottam Female Seat

*Vacancy* Female Seat

**Cafcass Sector Committee** *Vacancy* General Seat

*Vacancy* Female Seat

**Appendix B**

**Sector Committee Membership**

**Police Staff Council (England & Wales) Sector Committee**

Eastern Mark Trask

Carol Johnson

East Midlands Chris Hanrahan

Lesley Panton

Northern *Vacancy*

Caryl Nobbs

North West Hazel Peers

Maureen Le Marinel

South East Andy Stenning

Kathy Symonds

South West Sophie Jones

Debi Potter

Cymru/Wales Alyson Thomas

Kim Shurmer

West Midlands Jill Harrison

Susan Wall

Yorkshire/Humberside Tony Green

Jane Wilkinson

**Police Staff Scotland Sector Committee**

Michelle Brady

Michelle Brewster

Birinder Brown

Stevie Diamond

Gill Duckwith

Mags Gilmurray

Lucille Inglis

Cherri Jackson

Dave Ferguson

Drew Livingstone

Eileen MacLennan

David Malcolm

George McIrvine

Keith Scott

Neil Stewart

Donnie Taylor

**National Probation Service Sector Committee**

Eastern Frank Radcliffe

Katie Kennington

East Midlands Phil Leech

Chelsea Skervin

Greater London Trevor Bernard

Ramutu Dukuray

Northern Stephen Monsarratt

*Vacancy*

North West Sam Blyth

Richard Stradling

South East *Vacancy*

Ian Croskell

South West Wendy Stuart

*Vacancy*

Cymru/Wales Steve Allender

*Vacancy*

West Midlands Jenny Martin

Steve Cowley

Yorkshire & Humberside Farzana Naheed

Larry Whyke

**Community Rehabilitation Company Sector Committee**

Eastern Elisa Vasquez-Walters

*Vacancy*

East Midlands Audrey Dinnall

Steve Jeggo

Greater London Cheryl Deane

Errol Wallace

Northern Lee Middlemass

Gay Neale

North West *Vacancy*

Zoe Todd

South East Nick Alderson-Rice

*Vacancy*

South West Mavis Palmer

Barry Pitt

Cymru/Wales Robert Robbins

*Vacancy*

West Midlands Julia Johnson

Imtiaz Khan

Yorkshire & Humberside Helen Cottam

Neil Richardson

**CAFCASS Sector Committee**

Penny Foreman

Bernard Toland

Shama Hayat

Dettie Gould

**Appendix C**

**Representation on Negotiating Bodies**

**Police Staff Council (England & Wales)**

* **Trade Union Side**

Chris Hanrahan

Maureen Le Marinel

Caryl Nobbs

Debi Potter

Mark Trask

* **Pay & Reward Working Party**

Chris Hanrahan

Caryl Nobbs

* **Pay & Reward Technical Working Group**

Caryl Nobbs

**Police Staff Scotland**

* **JNCC Negotiating Committee**

Michelle Brewster

Lucille Inglis

Drew Livingstone

David Malcolm

Michelle McHardy

George McIrvine

Neil Stewart

Donald Taylor

**National Probation Service TU Engagement Forum**

* **Trade Union Side**

Jenny Martin

Trevor Bernard

**Appendix D**

**Representation by Service Group Executive Members/Staff on Internal Bodies**

**Appointment to: Current representatives and substitutes**

Service Group Liaison Committee Caryl Nobbs

UNISON National Health & Safety Committee *Vacancy*

UNISON Self-Organised Groups Liaison :

* Black members Mark Trask
* LGBT members *Vacancy*
* Women members Kathy Symonds
* Disabled members Debi Potter

Rule I Appeals Panel Caryl Nobbs, Debi Potter

**Representation by Police Staff Sector Committee (England & Wales) members/ Staff on External Bodies**

**Appointment to: Current representatives and substitutes**

**Police Advisory Board** Caryl Nobbs / Ben Priestley

**IPCC Trade Union and Staff Association**

**Liaison Committee**  Caryl Nobbs

**College of Policing:**

Professional Committee Caryl Nobbs

Members Committee Caryl Nobbs

Representative Committee Ben Priestley

Consultative Committee Ben Priestley

Policing Education Qualifications Framework Project Board (PEQF) Debi Potter

Citizens in Policing Andy Stenning

National Policing Complaints & Misconduct Group Caryl Nobbs

National Policing Professional Standards & Ethics

Group Caryl Nobbs

Professional Development Debi Potter

National Policing Vetting Working Group Jill Harrison

**National Police Chiefs Council**

Consultative Committee Caryl Nobbs/Ben Priestley

Workforce Committee Caryl Nobbs

National Policing H & S Working Group Alyson Thomas

Equality, Diversity & Human Rights Debi Potter

Finance & Resources *Vacancy*

National Uniform Specification Group Kim Shurmer

National Fitness Testing Working Group Mark Trask

**Representation of Probation Sector Committee members/staff on External Bodies**

NPS Health and Safety Committee Jenny Martin, Larry Whyke

Probation Qualifications Assurance Board *Vacancy*

**Appendix E**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Police and Justice SGE Attendance Record 2016-17** | |  |  |  |  |  |  |  |
| 1 = attended A = apologies received NA = not eligible to attend 0 = non attendance/apologies not recorded | | | |  |  |  |  |  |
|  |  |  | | **2016** | | **2017** | | |
| **Members** |  | **Basis of Representation** | | **07-Oct** | **01-Dec** | **23-Feb** | **11-May** | **13-14 July** |
| Allsop | Kevin | Probation Sector Committee | | 1 | 1 | A | N/A | N/A |
| Bell | Stephanie | North West | | A | 0 | A | A | A |
| Brewster | Michelle | Scotland | | N/A | N/A | A | 1 | 1 |
| Clune | Declan | South East | | 1 | 1 | 1 | 1 | 1 |
| Cottam | Helen | Probation Sector Committee | | 1 | 1 | 1 | 1 | 1 |
| Dickinson | Arthur | Northern | | 1 | 1 | A | N/A | N/A |
| Green | Tony | Yorkshire & Humberside | | 1 | 1 | 1 | 1 | 1 |
| Hanrahan | Chris | NEC Service Group Rep | | 1 | A | A | 1 | 1 |
| Harris | Abi | East Midlands | | A | 1 | A | A | A |
| Haslam | Clive | North West | | 1 | 1 | A | N/A | N/A |
| Inglis | Lucille | Scottish PSC Sector Committee | | 1 | A | N/A | N/A | N/A |
| Jones | Sophie | South West | | 1 | 1 | 1 | 1 | 1 |
| Le Marinel | Maureen | NEC Service Group Rep | | 1 | 1 | A | A | 1 |
| Livingstone | Drew | Chair, Police Staff Scotland Committee | | N/A | N/A | 0 | 1 | A |
| McIrvine | George | Scotland | | N/A | N/A | 1 | 1 | 1 |
| Michie | Liam | East Midlands | | 1 | 1 | N/A | N/A | N/A |
| Middlemass | Lee | Probation Sector Committee | | 1 | A | 1 | 1 | A |
| Nobbs | Caryl | Northern | | 1 | 1 | 1 | A | 1 |
| Potter | Debi | South West | | 1 | 1 | 1 | 1 | 1 |
| Powell | Annie | Eastern | | 1 | 1 | 0 | 1 | 1 |
| Richardson | Neil | Probation Sector Committee | | 1 | 1 | 1 | 1 | 1 |
| Symonds | Kathy | South East | | 1 | 1 | A | 1 | A |
| Thomas | Alyson | Cymru Wales | | 1 | 1 | 1 | 1 | 1 |
| Trask | Mark | Eastern | | 1 | 1 | 1 | 1 | 1 |
| Wall | Susan | West Midlands | | 1 | 1 | 1 | 1 | 1 |
| Wilkinson | Jane | Yorkshire & Humberside | | 1 | 1 | 1 | 1 | A |

**Appendix F**

**Service Group Meetings / Negotiating Meetings**

**Police & Justice Service Group Executive**

5 October 2016

1 December 2016

23 February 2017

11 May 2017

13-14 July 2017

**Police Staff Council Sector Committee (England & Wales)**

23 November 2016

13 February 2017

8 June 2017 – cancelled due to General Election

**Police Staff Council (England and Wales)**

6 September 2016

7 February 2017

25 April 2017

11 July 2017

**Police Staff Scotland Sector Committee**

3 October 2016

5 December 2016

6 February 2017

6 March 2016 2017

**Police Staff Scotland JNCC Negotiating Committee**

13 / 27 October 2016

10 / 23 November 2016

8 December 2016

19 January 2017

2 / 21 February 2017

2 / 16 / 30 March 2017

20 April 2017

11 / 25 May 2017

20 July 2017

3 / 17 / 31 August 2017

14 / 28 September 2017

**National Probation Sector Committee**

29 September 2017

25 January 2017

18 May 2017

**Probation Service National Negotiating Council**

5 September 2016

7 December 2016

**NPS Divisional Convenors Meetings**

27 September 2016

27 November 2016

2 February 2017

27 March 2017

**Interserve JNCC**

24 November 2016

1. March 2017

20 July 2017

**Sodexo JNCC**

1. October 2016

11 January 2017

4 April 2017

1. July 2017

19 September

**Appendix G**

**Service Group Circulars – October 2017- August 2017**

Over this period, the Service Group sent out numerous formal communications to branches, regions and activists. Here is the full list of what was sent out, plus a list of Service Group press releases.

**UNISON Police Staff Circulars**

**Circular No. Title Date Sent**

POL/15/2016 PSC Pay & Reward Review ballot 12 December 2016

POL/01/2017 Police Staff Council Handbook ballot 11 January 2017

POL/02/2017 Draft UNISON NBPA protocol 17 January 2017

POL/03/2017 Parliamentary Home Affairs Committee inquiry 27 January 2017

POL/04/2017 Merger of police and fire services 21 February 2017

POL/05/2017 License to practice and professional registration 7 March 2017

POL/06/2017 Apprentices questionnaire 16 March 2017

POL/07/2017 Pay consultation 18 April 2017

POL/08/2017 Flexible working 20 April 2017

POL/09/2017 Mental health matters 15 May 2017

POL10/2017 Maternity leave claims 2 June 2017

POL/11/2017 Adoption pay entitlements 5 June 2017

POL/12/2017 PSC maternity & adoption pay entitlements 28 June 2017

POL/13/2017 Further advice to branches – PSC maternity pay 4 July 2017

POL/14/2017 Police and Fire & Rescue mergers 6 July 2017

POL/15/2017 Police support volunteers FOI request 11 July 2017

POL/16/2017 PSC maternity pay – limitation periods 17 July 2017

POL/17/2017 PSC maternity pay advice to branches 28 July 2017

POL/18/2017 Workplace mediation and trade unions study 28 July 2017

POL/19/2017 UNISON branch survey – IPCC investigations 9 August 2017

POL/20/2017 About the Policing and Crime Act 25 August 2017

POL/21/2017 Police Barred and Advisory List 30 August 2017

POL/22/2017 UNISON Protection during P.I.P. 30 August 2017

**UNISON Police Staff Bulletins**

**Title Date Sent**

PSC Pay and Reward Review Bulletin 6 25 October 2016

PSC Pay and Reward Review Bulletin 7 22 February 2017

**Police Staff Council Trade Union Side Circulars Date Sent**

New Maternity entitlements 18 May 2017

**Police Staff Council Joint Circulars Date Sent**

Joint circular 91 12 December 2016

Joint circular 92 10 March 2017

Joint circular 93 28 April 2017

**UNISON Probation Circulars**

**Circular No. Title Date Sent**

PROB/03/2016 Probation pay claim 21 October 2016

PROB/04/2016 HMIP London 15 December 2016

PROB/01/2017 Draft agreement – reform of collective bargaining 10 January 2017

PROB/02/2017 UNISON protocol ABPO 17 January 2017

PROB/03/2017 Pay 2016-2017 17 January 2017

PROB/04/2017 Health and Safety 11 July 2017

PROB/05/2017 Justice Select Committee 4 August 2017

**Probation Pay Bulletins**

2017 Probation Pay Bulletin 1 25 May 2017

**UNISON Probation Bulletins**

**Title Date Sent**

NPS Update 6 - November 2016 8 November 2016

NPS Update 7 – December 2016 13 December 2016

NPS Update – February 2017 17 February 2017

CRC Update – February 2017 17 February 2017

AP News – March 2017 6 March 2017

Interserve CRC News – July 2017 28 July 2017

Interserve CRC News – August 2017 25 August 2017

**UNISON/Napo Joint Circulars**

**Circular No. Title Date Sent**

JTU 14 17 Joint union letter to Secretary of State for Justice 9 August 2017

**UNISON e-communications**

**Title Date Sent**

Urgent – CRC members survey 13 March 2017

Urgent – NPS members survey 13 March 2017

HMIP annual statutory consultation 31 March 2017

Pay consultation document 18 April 2017

Draft PCSO Apprenticeship standard: consultation 5 May 2017

PSC maternity claims waiver 25 May 2017

Academic survey into impact of probation privatisation 12 July 2017

Counter-terrorism border policing staff update 19 July 2017

Justice secretary admits TR is not working 20 July 2017

CT border policing: Trade union pre-consultation 3 August 2017

**APPENDIX H**

**Press Releases**

* **Wednesday 16 November 2016**

New vision for policing strategy fails to deal with declining workforce, says UNISON

* **Thursday** **19 January 2017**

Police staff will be pleased with new powers, less so that volunteer colleagues will get the same, says UNISON

* **Wednesday 22 February 2017**

Police staff vote to accept contract changes, says UNISON

* **Friday 14 July**

Unions submit p­­ay claim on behalf of more than 30,000 police staff

* **Friday 21 July**Government must stop cutting police force jobs, says UNISON

**APPENDIX I**

**Service Group Staff**

* **National**

Ben Priestley National Officer

Dave Bryant Assistant National Officer

Helen Raymond Committee Administrator

* **Regional/National Heads of Police & Justice**

Eastern Paul Farley

East Midlands Rachel Boynton

Northern Peter Chapman

North West Maria Moss

Scotland Gerry Crawley

South East James Smith

South West Mike Cracknell

West Midlands Charlie Sarell

Cymru/Wales Glyn Jones