

# Fighting privatisation

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**Police and justice service group**

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Annual report 2018/19



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## Chair's Welcome

I would like to welcome everyone to Southport for our 2019 Police and Justice Service Group Conference.

2018/19 has been as eventful as previous years. We have had our share of successes, but also continuing frustrations and set-backs.

I am very pleased to report that, after some years of static membership, we are increasing our members again in both police and the probation services.

Also on a positive note, in May 2019 the Government announced a U-turn on further probation privatisation for offender management.

But whilst our 'Let's Fix Probation' Campaign has partly paid off, the Government is still wedded to keeping some probation in the private sector, so our efforts to bring it all back in house must continue.

There has been some good news on privatisation for police staff members in England and Wales too, with this year seeing a trend of forces bringing previously privatised services, especially custody and detention, back in house.

For our police staff members in England and Wales we also made progress clarifying key entitlements in the Police Staff Council Handbook, but too many forces remain unaware of our members' rights at work.

In Scotland, the long and patient work of our Police Scotland Branch and

UNISON Scotland to negotiate the harmonisation of the pay and conditions of members in the former Scottish forces paid off with members voting by a big majority to accept a new pay and conditions deal.

Our North West Probation and CAF/CASS branch and UNISON North West Region continue to support and organise our CAF/CASS members with positive effect.

Finally, I would like to pay tribute here to my predecessor in this role - Caryl Nobbs. Caryl was one of the longest serving Service Group Executive Chairs that UNISON has had in its 25 year history.

Taking up office in 2002, Caryl steered the Police and Justice Service Group throughout this time, taking us from strength to strength under her leadership. My personal thanks, and I am sure, those of the Service Group Executive and staff go to Caryl for all of her hard work.

Debi Potter  
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 2018 and August 2019.

The report is presented for approval to the 2019 Police and Justice Service Group conference, which brings together police, probation and CAF/CASS 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 our 2018 conference, and in relation to events over the last 12 months. The report covers the work of UNISON in all three home nations in which we organise and in our regions.

The thanks of the Service Group Executive, 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)**
- **CAF/CASS (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 2018 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**

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### **1.1 Objective 1: recruiting, organising, representing and retaining members**

#### **1.1.1 Membership and Density**

- **Membership**

As at July 2019, the total Police and Justice membership was 37,454, made up as follows:

Police Staff (England & Wales): 31,718

Police Staff (Scotland): 2,407

National Probation Service: 1,467

Community Rehabilitation Companies: 1,476

Other Probation members: 122

CAFCASS: 264

#### **1.1.2 Recruitment and Retention**

The Service Group produced a new A5 recruitment leaflet for police staff in England and Wales. This was published in July 2019.

We continued to publish our UNISON National Probation Service (NPS) Update and our 'Let's Fix Probation' bulletin to keep probation members up to date with UNISON's work on their behalf.

UNISON's Strategic Organising Unit as part of the Unit's Sodexo project continued to have successes in

members and stewards in the 6 Sodexo CRCs.

#### **1.1.3 National Probation Service Facility Time**

In February 2019 UNISON was allocated a formal facility time provision for our lay member work in the NPS. We conducted an audit of existing facility time being drawn down by activists with a view to allocating our provision equitably. This work is ongoing.

#### **1.1.4 Sodexo and OCS Night Cover and Facilities Management Contract Recognition**

Following 12 months of negotiations Sodexo and OCS offered limited recognition agreements to UNISON in respect of their double waking night cover contracts in NPS approved premises. The recognition offered was only in respect of ex-NPS staff transferred under TUPE to the companies, so talks are on-going at the time of writing to resolve outstanding matters relating to recognition.

#### **1.1.5 Police Post Incident Procedures (PIP)**

The bespoke branch training course has continued to run over the course of year. There are now 184 UNISON branch stewards who have been trained and accredited as PIP representatives as a result of attending the course. 15 representatives have been trained and accredited this year. A further training course will be run in

September and the intention is to run further training and reaccreditation courses in 2020.

### **1.1.6 Police Branch Legal Guide**

Work is on-going with Thompsons to publish the police branch legal guide. A meeting took place with Thompsons to progress this work on 11 April 2019.

### **1.1.7 UKPPS Transfer**

Advice and guidance was provided for police branches with members in scope of the transfer/secondment of witness protection work from forces to the National Crime Agency on 1 April 2019. UNISON negotiated improvements to the NCA transfer/secondment schemes.

## **1.2 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.

### **1.2.1 Police Staff Council (PSC) England and Wales**

#### **1.2.1.1 Pay 2018**

Following consultation with branches and members, the Police Staff Council Trade Union Side submitted the following pay claim to the Employers on 5 April 2019:

- One year claim

- 5% increase on all pay points
- 5% increase on standby allowance

- The deletion of pay points 7 & 8
- An additional two days on the minimum annual leave entitlement in the Police Staff Council Handbook, to provide 25 days annual leave on appointment and 30 days leave after 5 years service
- Support and encouragement from the Police Staff Council for police forces to sign up to the 'Dying to Work' Charter which provides for a compassionate approach to staff who have been diagnosed with a terminal illness

The Employers Side responded with the following offer on 4 June 2019:

- An increase of 2% on all pay points
- An increase of 2% on standby allowance
- A PSC joint circular to promote the TUC 'Dying to Work' Charter

This offer was immediately rejected on 4 June by the PSC Trade Union Side as inadequate and the Employers Side was asked to improve it.

At the time of writing, further pay talks were expected on 22 August 2019.

#### **1.2.1.2 PSC Pay and Reward Review**

- **Part 1**

Part 1 of the Review culminated in agreement to the 2017 version of the PSC Handbook. The PSC Trade Union Side has continued to press for clarity from the Police Staff Council in relation to on-going implementation questions in respect of the 2017 PSC Handbook.

The PSC Joint Secretaries responded to joint force/branch requests for advice in relation to the cancellation of rest days (December 2018) and concurrent entitlement (March 2019). These responses have usefully clarified police staff entitlements.

In July 2019 the PSC Trade Union Side asked the Employers Side to issue these two pieces of joint secretarial advice as general guidance to forces. The Employers Side indicated that it was willing to consider a set of frequently asked questions in relation to the Handbook. A draft FAQ document was sent to the Employers Side in July 2019 and work on this is on-going.

The Police Staff Council Trade Union Side has continued to discuss ways of clarifying entitlement to the PSC Away from Home – Overnight Allowance.

- **Part 2**

Part 2 of the Review is looking at police staff basic pay, including job evaluation and pay and grading. In preparation for Part 2, a census of police staff pay and numbers was initiated in July 2018, together with a request to forces to provide details of their pay and grading schemes.

The 'Police Staff Earnings Survey 2018' report was prepared by the Employers Side from the data supplied by forces and published in May 2019.

UNISON undertook a detailed analysis of the police force pay and grading data, which was subsequently presented to the Police Staff Council in July 2019.

As part of the early exchanges with the Employers Side in the Review, the Trade Union Side re-affirmed its aim to seek a single sector-wide pay and grading structure for all police forces in England and Wales.

Branches were invited to attend a Police Staff Pay Seminar which was held at the UNISON Centre on 31 May 2019. The seminar provided an opportunity to hear the latest news from Part 2 of the Review.

### **1.2.1.3 Contamination Elimination Database (CED)**

On 30 August 2018 the PSC reached agreement on the application of the Contamination Elimination Database (CED) to police staff; PSC Joint Circular 96 refers.

In November 2018, the Trade Union Side raised the following concerns in relation to the above agreement:

- The trade unions entered into the agreement in good faith on the basis that existing police staff in scope of the agreement would have a choice of whether, or not, to voluntarily provide a DNA sample for the CED.

- We were subsequently informed that in 2016 the Forensic Science Regulator issued guidance which set out that: *'All police personnel whose roles are categorised as a high contamination risk shall be included on the CED'*.
- There appeared therefore to be an obvious conflict between the PSC agreement and the Forensic Science Regulator's guidance, which was not obvious to the Trade Union Side when we were concluding our negotiations on the above.

At the time of writing, PSC Joint Circular 96 was due for a 12 month review.

### **1.2.2 Police Advisory Board for England and Wales (PABEW)**

UNISON represents the Trade Union Side of the Police Staff Council on PABEW. The main area of interest to the unions on the PAB relates to the Board's Discipline Sub-Committee which has been working on implementation of the Barred and Advisory Lists created by the 2017 Police and Justice Act.

The Barred and Advisory List Regulations came into effect on 15 December 2017.

On 3 July 2019, UNISON wrote to the Chair of the PABEW to set out concerns that some forces were placing probationer police staff who had failed

their probation on the Barred List, with no recourse to any right of appeal.

### **1.2.3 Police Force Pay and Conditions Reviews**

- **Leicestershire Police**  
The UNISON Centre continued to support the Leicestershire Police Branch in its work on the force's job evaluation/pay and grading review which has been on-going during 2018/19.
- **Police Scotland**  
The UNISON Centre provided technical advice and guidance to the Police Scotland Branch during its pay harmonisation negotiations during 2018/19.

### **1.2.4 Police Gender Pay Gap**

In January 2019 UNISON published a comprehensive report into police force gender pay gaps, taking into account the data which forces were required to publish for the first time in April 2018.

What was very clear from the data was the very wide range in gender pay gaps in different forces. Even accounting for those forces which conflated their officer and staff data, there was an obvious question as to what accounts for this wide disparity?

UNISON hoped that by putting this comparative information into the public domain, we could stimulate a discussion between branches and forces to seek to reduce the gender pay gaps in all forces, but particularly in those forces which have reported



significantly higher gaps than many others.

## **1.2.5 Equality and Diversity**

### **1.2.5.1 Police Sexual Harassment Survey**

Following agreement from National Police Chiefs' Council in July 2018 to work with UNISON and other stakeholders to implement a campaign to root out sexual harassment in the police service, the NPCC set up a working party to design and implement the strategy.

UNISON worked very closely with the NPCC lead on the project attending a number of project board meetings in late 2018/early 2019. This led to the successful launch of 'Knowing the Line – a National Strategy to Address the Issue of Sexual Harassment in the Police Service' on 3 June 2019.

UNISON's National Officer wrote personally to all Chief Constables on 29 May to ask for their support and backing for the NPCC Action Plan.

### **1.2.5.2 UNISON/National Black Police Association (NBPA) Protocol**

On 20 February 2019, UNISON and the National Black Police Association formally signed our Protocol to commit the two parties to closer and more collaborative working. The Protocol was circulated to branches for local action on 27 March 2019.

### **1.2.5.3 Black Members Survey**

Work has continued to progress the Black Members survey in the Probation Service, both in the NPS and the CRCs.

UNISON, Napo, ABPO and RISE collaborated on the survey, which was initially circulated for members to complete on 29 September 2018.

In the survey Napo, UNISON, ABPO and RISE asked about the workplace experience of our Black, Asian and Minority Ethnic members who work in the National Probation Service, a Community Rehabilitation Company, The Probation Board for Northern Ireland, or in CAF/CASS.

Unfortunately, participation in the survey was not as strong as we would have liked. As a result, it was agreed to seek the support of the relevant employers to re-run the survey with official backing. To this end, a number of meetings have taken place with HMPPS officials over the course of early 2019 to seek to re-launch the survey with the aim of achieving a higher participation rate. Work on this project is on-going.

### **1.2.5.4 Parliamentary Home Affairs Select Committee Inquiry: The Macpherson Report – Twenty Years On'**

On 31 January 2019 UNISON submitted evidence to the Home Affairs Select Committee inquiry into the impact of the Macpherson Report on the twentieth anniversary of its original publication.

Our submission expressed regret that the representation of Black staff in the police service has declined in recent years, we think as a result of police cuts.

At the time of writing, the Home Affairs Committee had yet to report the findings of its inquiry.

#### **1.2.5.5 David Lammy Review**

UNISON and Napo met with the Equalities lead for Her Majesty's Prisons and Probation Service (HMPPS) on 8 February 2019 to discuss the application of the David Lammy recommendations for the Justice System to probation. We followed up with a letter to the Minister Rory Stewart on this issue on 25 February 2019. We remain concerned at the lack of progress in delivering David Lammy's recommendations in the NPS and the CRCs.

#### **1.2.5.6 Menopause Survey**

UNISON encouraged police staff members to complete the menopause survey conducted by the Police Federation. The research report from the survey was published in April 2019. 40% of respondents to the survey were police staff.

#### **1.2.5.7 Service Group Sessions at Self Organised Group Conferences**

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

- Disabled Members Conference: Brighton - 28 October 2018
- LGBT Members Conference: Harrogate – 16 November 2018
- Black Members Conference: Llandudno – 18 January 2019
- Women's Conference: Bournemouth – 14 February 2019

### **1.2.6 Probation Negotiations in England and Wales**

#### **1.2.6.1 Bargaining Arrangements**

- **National Probation Service (NPS)**

Four years on from the creation of the National Probation Service, the first ever meeting of the NPS Joint Negotiating Committee (JNC) took place on 3 April 2019. It was agreed to set up a number of sub-committees to deal with specific issues such as pay.

The NPS Disputes Procedure was finally agreed and signed by all the parties on 20 December 2018.

The Probation Professional Practice Forum (PPPF) is due to have its inaugural meeting on 25 September 2019.

- **Community Rehabilitation Companies**

Negotiating bodies are now in place in all the CRCs.

#### **1.2.6.2 NPS Two Year Pay Modernisation Agreement**

Negotiations to agree a pay modernisation package for NPS staff began in August 2018 with intensive talks throughout the following two months.

Following negotiation with UNISON, Napo and GMB/SCOOP, the NPS made a 2 year pay offer to modernise the pay and grading system for all staff. The offer was the NPS response to the joint pay claim for 2018 submitted by UNISON and Napo back in May 2018. The offer also proposed changes to some contractual terms and conditions and to review others in the future.

The offer, which was significant and far reaching, was eventually accepted by UNISON NPS members following a postal ballot which took place between 18 October and 9 November 2018.

On a fantastic 49% turnout, 90% of UNISON NPS members voted to accept the offer which:

- Gave staff pay awards of between 6 – 14% over two years, plus a one-off payment of £300
- Reduced the number of pay points in each pay band from an average of 23 to just 6
- Saw the majority of existing staff move significantly towards the top of their pay band in April 2018 (backdated) and April 2019
- Linked to a third year of pay progression, subject to Treasury funding

- Increased the value of pay at the top of each pay band by 3% over two years
- Increased the value of pay at the bottom of pay bands 1, 2, 3 and 5
- Replaced the current contractual entitlement to pay progression with a Competency Based Pay Progression Framework (CBPPF) to take effect from 2021, where pay progression is dependent on an assessment of staff competence and is not automatic.
- Provided ex-private sector enforcement officers with an improved back pay offer, to encourage members in this group to sign over to the pay modernisation deal.

The pay modernisation deal provided significant financial gain for NPS members over 2018 and 2019, with the possibility of gain in 2020, but carries with it some significant risks for pay in the future. These risks are that: either the proposed CBPPF will not be agreed in time to take effect from 2021, or that the CBPPF will be imposed on staff without trade union agreement, or that the money to fund the third year of pay progression and/or the CBPPF will not be available from the Treasury in the future.

On 1 April 2019, talks got underway between the NPS and the unions to co-design the CBPPF. Four meetings a month have been held to progress this

work with the aim of piloting the framework from September 2019 and implementing from 1 April 2020.

### **1.2.6.3 National Probation Service Negotiating Issues**

- **National Job Evaluation Appeals**

On 23 March 2019 UNISON formally asked the NPS to undertake the post 6-month in operation review of the whole range of new E3 job descriptions, namely:

- Approved Premises Residential Workers: current pay band 2
- Business Managers: current pay band 4
- Enforcement Officers: current pay band 3
- Victim Liaison Officers: current pay band 3
- Visor Administrators: current pay band 2

The NPS response was to refuse to undertake the reviews and challenged the unions to produce the evidence that any review was necessary.

On 16 May 2019 UNISON went out to members working in approved premises to seek the information needed to mount a national JE appeal. The collection and analysis of the returns from this appeal were still in progress at the time of writing.

- **Approved Premises (AP) Pay**

In July 2019 UNISON encouraged members working in approved premises in some Regions to reserve their rights in respect of possible back pay claims for unlawful deduction of wages in respect of changes to overtime working compensation.

- **Holiday Pay Claims**

Following pressure from UNISON in 2018, when we advised members to lodge grievances over the failure of NPS to pay holiday pay for regular, but non-contractual earnings, the NPS finally issued staff with guidance as to how to claim these payments with effect from 1 March 2018, back-dated for two years.

- **Pay Claim for Privatised Approved Premises Workforces**

Neither Sodexo, nor OCS, has yet formally recognised UNISON as required by the Her Majesty's Prisons and Probation Service (HMPPS) Informing and Consulting document relating to the transfer of night waking staff from NPS to the two companies in March 2018. We understand that both companies have honoured the contractual requirement to pay incremental progression for the ex-NPS staff in April 2018 and 2019, but in all other respects, our 2018 pay claims for members in both companies have yet to be formally responded to by the companies.

- **Long Service Award**

In July 2019 UNISON took up the disparity in the award of £200 vouchers for staff with 20 years' service, on the

grounds that this award was discretionary with no transparent criteria.

- **Disciplinary and Conduct Policy**

In April 2019 UNISON was consulted on the proposed revisions to the NPS Disciplinary and Conduct Policy, which has been revised to take Serious Further Offences into account. We sought a significant number of amendments and raised serious questions over the interface of new data protection regulations and the use of personal data in disciplinary proceedings.

- **Approved Premises (APs)**

UNISON has been asking for a separate national working party to discuss the many issues which affect our approved premises members. The result of this pressure was the establishment of two new sub-committees of the NPS Trade Union Forum to cover general AP issues and the specific issue of the staffing rota in approved premises. The two new sub-committees have been meeting since the spring of 2019.

- **Contested Breach Trials**

UNISON has taken up the issue of training, support and pay for court duty officers who NPS proposes will conduct contested breach trials with only two day's training. A court duty officer survey was sent out to members in July 2019.

## **1.2.7 CRC Negotiating Issues**

### **1.2.7.1 Staff Transfer and Protections Agreement**

As a result of the decision of the government to do a u-turn on its plans to re-let the entire CRC contracts in 2022, UNISON and the other probation unions started talks with HMPPS in June 2019 to negotiate the staff transfer and protections agreement to cover the 80% of CRC staff who it is believed will transfer to the NPS under revised government plans. These negotiations are taking place at the Probation Programme Negotiating and Consultative Sub-Committee of the Probation Programme Consultative Forum. The first meeting of the sub-committee took place on 8 August 2019.

### **1.2.7.2 Sodexo**

The Sodexo Pan CRC forum has met quarterly with sub committees established for Pay and Reward and Policy Harmonisation across Sodexo CRCs. Negotiations on pay reform have been positive and members are currently being consulted on a package that would significantly reduce the number of pay points within each pay band.

### **1.2.7.3 Interserve**

The Interserve Justice Joint Negotiating and Consultation Committee has met quarterly. Negotiations on pay have been difficult and at the time of writing members have voted to reject the Interserve CRC pay offer.

#### **1.2.7.4 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 is that negotiations with the other CRCs are led by UNISON Regional Staff.

### **1.3 Objective 3: Campaigning and promoting UNISON on behalf of members**

#### **1.3.1 Police Staff England & Wales**

##### **1.3.1.1 Volunteers**

In November 2018 UNISON published our second major research report into the use and deployment of police support volunteers in forces in England and Wales. The report was called 'Rising Numbers and Mission Creep: Police Support Volunteers 2018'.

The report showed that there continue to be problems with the ambition of some police leaders to push volunteering beyond acceptable boundaries. UNISON remains totally opposed to volunteers taking over work which should be the province of paid employees. The principle of no-job-substitution must be rigorously maintained and policed.

UNISON also participated in two meetings with the TUC and the National Council for Voluntary Organisations (NCVO) who are aiming to refresh the TUC/NCVO Charter on Volunteers.

#### **1.3.1.2 College of Policing**

UNISON has continued to represent 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), Workforce Transformation Board, Citizens in Policing Representative Forum.

UNISON undertook the following specific work with the College over the year:

- **Licence to Practice**

UNISON has met with the College on two occasions to voice our concern over the lack of any appeal mechanism for staff who may be licensed by the College in future and whose licence is revoked. Talks on this issue are on-going at the time of writing.

- **Citizens in Policing**

UNISON continues to voice concern over the threat that police support volunteers pose to paid police staff roles. In July 2019 we proposed a volunteers charter to the College Citizens in Policing lead, to seek to protect police staff jobs.

- **Membership Offer**

On 31 May 2019 UNISON co-ran a morning seminar at the UNISON Centre with the College of Policing

membership team to help set out the College offer to police staff.

### **1.3.1.3 National Police Chiefs' Council (NPCC)**

- **Workforce Transformation Board**

UNISON continues to attend the Workforce Transformation Board which considers high level workforce proposals.

- **Consultative Committee**

UNISON continues to attend the NPCC consultative committee where the NPCC Chair meets with the staff associations and UNISON.

- **Transforming Forensics**

In July 2019 UNISON made contact with the NPCC lead for the Transforming Forensics project to find out more about the programme and its potential impact on police staff. A meeting subsequently took place on 12 August with the Transforming Forensics lead to enable UNISON to understand the aims and objectives of the project.

### **1.3.1.4 Home Office**

- **Front Line Review**

UNISON was invited to sit on the Home Office Front Line Review Steering Group chaired by the Policing Minister.

In order to represent our members' interests in the Review we undertook a major survey of police staff members in England and Wales in September 2018

to find out in detail their experience of the police workplace.

Over 4,500 members responded to the survey, of whom, 2,500 identified as 'front line'. The results of our survey showed very clearly that forces are not taking the views of police staff into account when making changes to working practices, nor encouraging staff to make suggestions for improving services. The survey also showed that 79% of respondents do not see a defined career structure for them in the police service.

UNISON fed the results of the survey into the Front Line Review.

### **1.3.1.5 Privatisation**

In April 2019 we published a Police Privatisation bulletin which highlighted the growing trend for police forces to bring privatised services back in house. Custody and detention contracts in particular have benefitted from in-sourcing over the last 12-18 months.

Large private sector police contracts have come, or are coming, to an end in Avon and Somerset and in Cleveland Police.

The National Officer participated in a fringe meeting at 2019 National Delegate Conference on the subject of in-sourcing.

### **1.3.1.6 Offences Against Emergency Workers Act 2018**

UNISON supported the private members bill which led to the Offences Against Emergency Workers Act

becoming law in 2018. The Act provides greater protection from assault for emergency service personnel including all police staff. UNISON consulted branches in July 2019 over NPCC plans for a joint working agreement with the other emergency services to deliver the benefits of the new Act.

### **1.3.1.7 Meetings with Key Stakeholders**

UNISON met with the following key police stakeholders during the year:

- Mark Burns-Williamson, APCC Chairperson: 15 July 2019

### **1.3.2 Probation Staff**

#### **1.3.2.1 Let's Fix Probation Campaign**

UNISON continued to run our 'Let's Fix Probation' Campaign throughout the year.

As part of the campaign we:

- Produced a campaign identity, leaflets and pull-up stands
- Issued regular campaign updates to members
- Created a campaign web-page
- Organised a round table with the Labour Group of Police and Crime Commissioners (PCCs) on 30 October 2018 on the subject of local governance for probation

- Responded to Lord Ramsbotham's review of the feasibility of bringing probation back into the public sector, commissioned by the Labour Party
- Co-produced a policy paper on local democratic accountability for probation with the Labour Group of PCCs
- Met with Richard Burgon, Shadow Justice Secretary, to promote local accountability for probation with the Labour Group of PCCs
- Made a submission to the Labour Justice and Home Affairs Policy Commission calling for local democratic accountability for probation.
- Promoted the 'We Own It' campaign petition to bring probation back into the public sector
- Joined with a group of like-minded organisations to co-found the Probation Alliance, which has met bi-monthly and has called for the re-unification of the Probation Service under public sector control.

Following this campaign activity, we gave a cautious welcome to the government announcement on 16 May 2019, that it had listened to the concerns of UNISON and others and would not press ahead with the



wholesale re-tendering of the CRC contracts in 2021, but instead would bring 80% of CRC work in the form of all offender management into the public sector as part of NPS. Despite this u-turn our position remains that we want 100% of probation returned to the public sector. Our campaign goes on.

UNISON had significant press and media coverage for our call for all of probation to come back into public ownership, not just offender management, at the time of the announcement of the government u-turn.

- **Privatisation of Approved Premises Night Waking Cover**

UNISON continued to raise concerns over contract performance of the private contractors running night waking cover for the NPS.

- **Referral of UK government to the International Labour Organisation (ILO)**

UNISON continued to work with our sister unions Napo and GMB/SCOOP to keep up the pressure on the UK government in respect of our 2013 referral of the UK to the ILO over the breach in the Forced Labour Convention caused by the privatisation of unpaid work.

UNISON submitted FOI requests to all the CRCs and to the Ministry of Justice in 2019 in support of the continuing ILO referral.

- **Meetings with Key Stakeholders**

UNISON met with the following key probation stakeholders during the year:

- David Gauke MP, Justice Secretary, and Rory Stewart MP, Probation Minister: 29 January 2019
- Robert Buckland MP, Probation Minister: 12 June 2019
- Richard Burgon MP, Shadow Justice Minister: 23 July 2019

### **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:

- South Yorkshire Police Branch AGM: 15 March 2019
- Wales Police and Justice Seminar: 28 March 2019
- Eastern Region Police and Justice Committee: December 2018 and 3 May 2019.

## **1.4 Objective 4: developing and efficient and effective union**

### **1.4.1 Police and Justice Service Group Budget**

The Police and Justice Service Group was allocated £82,400 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.

## Section 2: National/Regional Reports

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### UNISON Scotland

On the 1<sup>st</sup> of April 2019 police staff members in Scotland saw the introduction of the Staff pay and Reward Modernisation (SPRM) project. Since the inception of the Police Service of Scotland in April 2013 our members have been working on their legacy terms and conditions and being paid from their differing legacy pay grades. Through negotiation we have a collective agreement that was accepted through a postal ballot by over 72% of our voting members which improved many of our members' terms over their legacy conditions. Work continues over local work force agreements and we are approaching the job evaluation appeals process which is scheduled to begin before the end of the year.

With the delivery of SPRM the branch leads are now able to better dedicate time on engagement with the Scottish Police Authority (SPA) and Scottish Government beginning with an invitation to take part in the consultation for Strategic Policing Priorities for Scotland and the refresh of the SPA/Police Scotland 2026 programme which endeavours to see the workforce better balanced and have staff members doing staff jobs when no warranted powers are required.

Membership of the branch has remained a constant. This year has seen many members leave and become retired members. We utilised

the pending SPRM outcome at the start of the year as a recruitment tool which has seen our numbers bolstered by those looking for assistance with their job evaluation appeals. We are currently reviewing our recruitment process for the induction of police staff where we are afforded a nominal 15 minute slot to engage with new members of staff, with consideration being given to having reps available to new staff throughout their induction day via a stall or similar.

Our policy working group led by our Service & Conditions officer has engaged with the employer over a simplification of standard operating procedures and policies keeping a check on and improving in many areas the application of terms which impact members on a daily basis.

Our LGBT officer has been active at many events throughout Scotland including our stall at the Fife Pride on the 6<sup>th</sup> of July, the West Lothian Pride March on the 27<sup>th</sup> of July and is engaging with a the Interim General Secretary of the Scottish LGBTI Police Association over the unacceptable news that Police Scotland has dropped to 152<sup>nd</sup> place on Stonewall's list of Top Employers.

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### UNISON Cymru / Wales

All four Cymru/Wales Police & Justice branches continue to successfully recruit and retain members whilst dealing with significant demands. Whilst the previous

Chancellor declared the end of Austerity, and the new Prime Minister has made recent commitments in respect of Police Officer numbers, the reality on the ground has been continual re-organisation and reducing budgets due to cost pressures. Our branch representatives have been effectively engaging employers on collective and strategic issues, and providing excellent individual representation.

Our members in the NPS and CRC face significant change in the next 12 to 18 months. Wales will be at the forefront of implementing the Westminster Government's partial re-nationalisation of probation services when offender management is re-integrated into the NPS in December this year. We are campaigning for a public sector tender on an all Wales basis for the procurement process for unpaid work, programmes and other work streams which will continue to be provided in the private sector. Meanwhile we are currently undertaking an indicative ballot for action over pay with our CRC members.

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## **Eastern Region**

It has been yet another busy year for all the branches in the region.

Collaboration has continued between Bedfordshire, Cambridgeshire and Hertfordshire with the largest being within ICT – this resulted in a small number of redundancies, but none of which were compulsory. Work

continues to align HR and Payroll systems. The forces are anticipating launching a new payroll and duty management system within the next few months.

Joint working between Norfolk and Suffolk is progressing but sadly both forces have seen large reductions in PCSO numbers, with all being lost in Norfolk and over 50% in Suffolk. Both branches mounted very strong campaigns against the losses, which were supported regionally and nationally.

Essex also continues with collaboration initiatives with Kent.

Wider, there is 7-Force collaboration, this is predominantly currently within Eastern Region Special Operations Unit functions and has seen staff from across the region and Kent TUPE across to Bedfordshire Police, the lead force. A 7-force Head of Procurement has recently been appointed to review the police contracts with an aim to reduce the cost of current and future contracts. Procurement consultation has taken place and all 7 branches as well as members are waiting to be advised of the outcome.

All branches are kept informed of future projects via a 7-force update sent regularly and members of the team visit branches as business cases progress. The 7-force work has seen branches having to increase their travel distance and time.

The Essex PCC has forged ahead with the plans to merge the police and fire authority functions and there have been

discussions with regards to PCSOs becoming fire fighting PCSOs. The Norfolk PCC will be implementing a governance model with the fire authority. The Hertfordshire PCC has withdrawn the bid to merge with the fire authority, whilst neither the Suffolk nor Bedfordshire PCCs expressed any interest in combining with the fire authority.

The Cambridgeshire PCC bid for fire governance has not been withdrawn. It will be subject to a Judicial Review following Cambridgeshire Police branch and Cambridgeshire Local Government branch supplying a critical friend report from APSE, who deconstructed the PCC's business case. This was used by the Cambridgeshire Fire Authority, in conjunction with our branch, to effectively challenge the bid via the Home Office.

The Regional Committee organised and held a Post Incident Procedures (PIP) training course for Police Branches. All but one Police Branch in Eastern Region have trained stewards who are able to provide support and guidance to members who find themselves in a situation that requires this level of expertise.

The Eastern Region Probation branch has recently joined the newly opened Bedfordshire Resource Centre, where the members can receive support from 2 admin support staff and a case worker. The on-going saga of the privatisation of the probation services continues with government conceding that the current private contracts have not worked and so they are closing the contract term early and restarting the

tender process. UNISON has consulted with members and has submitted a response which calls for the renationalisation of the service and a move to local democratic accountability.

Pay negotiations continue across both the public and the private sector with a focus very much on pay reform, as it currently takes staff approximately 23 years to progress through the grades. Workloads continue to be a major concern, exacerbated by the difficulty in recruiting and retention of staff across the sector.

Eastern Region Probation Branch have been busy over the last year supporting members across the region despite its size and the difficulties caused by a lack of facility time and a limited number of officers within the branch.

The branch is increasing its membership and has been at the forefront of negotiations on pay and the future of the NPS through involvement on the Police and Justice Service Group Executive ably led by our National Officer, Ben Priestley.

The NPS pay rise was most welcome after a number of years of stagnation and the overwhelming vote by members to accept the deal shows the value of hard bargaining with the service. CRC reps are currently mid pay negotiations and are hopeful that they will achieve something close to parity with NPS colleagues.

The political landscape for Probation services continues to be challenging with report after report documenting the failures of Transforming Rehabilitation.

There are new challenges in the near future with the current privatised services having their contracts cut short and new players being introduced into the picture. CRC owners Working Links and Interserve both went into administration, which means that the future of Probation Services is in doubt. UNISON continues to campaign to bring services back under the auspices of a single body to reunite them as one. This would mean the service would be less fractured and we would return to a less bureaucratic and less profit driven organisation that is motivated by rehabilitating service users and stopping the vicious circle of offending.

Despite these political challenges, the future of the branch is looking good and there is a good financial base to support our members along with supportive assistance from UNISON Regional officers. However, to improve service to members, the challenge is to recruit workplace representatives such as stewards and health and safety officers along with other branch officer positions from LGBT reps to Welfare officers that can assist in reaching out to all members from all walks of life.

The Regional committee welcomed two young members to the team and look forward to working with them to increase participation amongst young members.

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### **East Midlands Region**

The Region's police branches have run successful recruitment campaigns even though in some branches this is not

reflected in the membership figures due to a large number of leavers. Many of these leavers have moved to police officer roles, so this has not resulted in the redundancy of any PCSOs. There always seems to be a "full house" where inductions take place.

All the police branches really rose to the challenge of last year's 'Grovenber' recruitment campaign despite the short notice. Each branch set aside at least 1-3 days to make many workplace visits armed with freebies and cake which proved popular and resulted in the recruitment of over 50 new members! This year we have already set aside 3 days per branch to repeat this strategy with a view to repeating the success of last year.

The standard of representation remains very high in all 5 police branches and East Midlands regional probation branch. Police staff members certainly seem relieved to have the Post Incident Procedures (PIP) trained reps which has improved recruitment and confidence in UNISON. All Police branches have at least one trained PIP rep and most have had subsequent reps trained or booked into training in the near future. In a couple of Forces they have agreed to "on call" type of arrangements for PIP reps.

As usual, all branches are busy with casework. This year has seen a huge increase in social media-related problems and cases. Branches have been actively highlighting the pitfalls to raise awareness amongst members.

Job Evaluation within Leicestershire Police has now entered its third year.

Weekly meetings are still ongoing and this year we are getting closer to being able to take it back to the members for consultation. It is hoped that next year the outcome can be reported.

Our police branches have experienced many changes within their forces both at Chief Constable level and in their HR structures. They have all managed to maintain good working relationships with their respective employers during this period of uncertainty.

Progress has been made with RRP, the company contracted to run the East and West Midlands CRCs, with a raft of new policies and a decent facilities agreement now in place. Since then however, more redundancies have followed and the announcement that the majority of Probation will be brought under the umbrella of the NPS has overshadowed these welcome gains. We now also have strategic forums so members can be kept informed and up to date.

Members within the NPS continue to be troubled with shortage of staff and far too heavy workloads, IT and sickness issues.

This year, our third annual 24 Hour Event took place at the Yew Lodge Hotel at Kegworth. National Officer Ben Priestley was again able to join us and it proved once more to be an informative, successful and enjoyable event.

There have been changes of branch personnel in both the East Midlands probation branch and Northants Police branch. Thanks go out to the previous

incumbents for their hard work and dedication to our members over the last few years.

Once again a very busy and testing year, but the branches here are up for the challenge!

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## **Northern Region**

We have almost 1700 members across our 3 police forces and 140 working in probation.

Our density levels are very high in Police, and we have a strong Regional Service group with activists from all sectors.

Ongoing recruitment plans are in place with all branches, and at our recent service group meeting we discussed raising the profile of the sector through social media and possibly a short video highlighting the variety of jobs our members do, especially as there is a real public appetite for police and justice based documentaries. At the moment, we have members featuring in TV series: The Force North East, and Canny Cops. This will tie in well with the national 'Rebuild the Whole Police Team' campaign.

Recruitment visits are planned for all NPS offices in the Durham and Cleveland areas over the next 6-8 weeks.

The outsourcing of Cleveland's Force Control Room to Sopra Steria ended on 1<sup>st</sup> May and staff transferred back to Cleveland. There is an issue around rate of pay for overtime. Staff who

TUPE transferred from Cleveland to Sopra Steria are party to the 2004 Police Staff Handbook (PSH) rates, whereas those who joined post-transfer and those who apply for the new Force Contact Officer posts will be on the revised PSH rate for overtime. The branch will be seeking to negotiate a local agreement as a resolution to this.

Durham has announced a move to look at outsourcing the SARC (Sexual Assault Referral Centres) which the branch is challenging robustly. The current PCC signed up to a manifesto giving a commitment to no outsourcing.

All 3 police forces have now given a commitment to sign up to the TUC Dying to Work Charter, which will be publicised with the respective branches over the coming weeks.

Issues in Durham Tees Valley CRC around PSOs (those training to be POs) taking on PO cases are being raised at the next joint union meeting, and work with the employer is taking place around how staff claim mileage given changes in work parameters and expectations in relation to hub working and home visits. We now have 3 trained reps in this employer.

Our region backed Kim McGuinness as the Labour candidate - and UNISON member - in the recent by-election for Northumbria Police and Crime Commissioner. We are pleased to announce that Kim was successful in election to the role. Kim was the only candidate who canvassed the local communities for support; she signed up to an updated manifesto at our Regional Council, and spent time

meeting with our police and justice reps to discuss local issues. This ensures we continue to have all 3 PCCs in our region as Labour and UNISON members, which is key to our ability to directly influence decisions and support our national campaign for increased police staff numbers. Given the current political climate which has seen our region move from a traditional Labour stronghold to having Tory controlled authorities and Tory Mayors, we will be prioritising our political campaigning as a service group.

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### **North West Region**

Recruitment across the Police and Justice Service Group in the North West during 2018 was 37% higher than the previous year. This was due to the continued efforts of Police and Justice Branches in prioritising organising despite significant pressures on Branch resources and UNISON representatives

The North West Region has implemented a membership retention strategy and Branches have worked to ensure that new members are properly and fully welcomed into UNISON and that any members showing as having lapsed out of membership are thoroughly scrutinised to ensure that they are conscious leavers and not accidental.

Service Group wide opportunities for recruitment and organising continue to be identified and discussed via regular North West Police and Justice Service Group meetings.

As a result of the continued failed Government austerity policies, Branches across the Service Group continue to deal with constant restructures and re-organisations. This continues to result in redundancies although without the efforts of UNISON representatives the job losses would be far greater.

Branches in the Police Sector have continued dealing with issues arising from the implementation of the changes to the Police Staff Council Handbook. These issues have the main have been satisfactorily resolved by Branches.

The Police Branches in the North West continue to deal with collaboration between Police Forces in the North West Regional Organised Crime Unit (NWROCU) and also in Counter Terrorism. Branches co-ordinate and monitor this work through the Regional Police and Justice Service Group with the Chairperson, Vice Chairperson and Regional Police & Justice Secretary authorised by the Regional Service Group to undertake any necessary negotiation and bargaining. A recurring issue for UNISON members is the disparity in pay and other terms and conditions of employment when Police Staff from different Police Forces are working side by side. This issue could of course be resolved through the introduction of a National Police Staff Pay and Grading Scheme.

The North West Region is pleased to report a number of instances of in-sourcing, notably Custody Detention Officers have been brought back in-house at Lancashire Police.

A recurring issue across all Police Branches in the North West is that of the employer acquiring information and evidence as part of a criminal investigation and then this information being used during internal misconduct proceedings of Police Staff. Branches are continuing to robustly challenge this practice with employers and referring relevant cases for further advice from the Regional Case unit as necessary.

Police Branches have engaged with their Police Forces in relation to the NPCC initiative to tackle sexual harassment in the workplace.

Branches continue to campaign on behalf of members and to promote UNISON's policies and values in the workplace. The North West Probation & CAFCASS Branch ensured UNISON's message on bringing Community Rehabilitation Companies back into public ownership was heard across the region. Police Branches have engaged successfully and widely with their membership over pay and numerous other local issues.

Police Branches in the North West have begun to plan through the Regional Service Group for the Police and Crime Commissioner elections in 2020. Branches have successfully worked with Labour Link to influence the Labour PCC selection process. Political work by North West Police Branches has been invaluable in advancing and protecting the interests of UNISON members. However it has proved difficult to encourage new members to opt in to the Political Fund and this further work will be undertaken in this area.



The North West Police and Justice Service Group has since last National Conference refreshed and updated its Constitution to ensure it is fit for purpose and to ensure that it encourages as wide and as representative participation as possible across all sectors and Branches.

The North West Region is undertaking a review of the role of the Service Groups in the Region with a view to widening participation and further developing the role of Service Group and exploring options on cross Service Group collaboration, joint working, campaigning and sharing best practice. Regional Leads and the Chairperson for each Service Group will meet to progress this work.

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## **South East Region**

The Region has five Police and Justice branches, with a total line count membership of 4470 by the end of September 2018. During 2018, membership grew by 2% with a net increase of 88 and a total of 824 new members joining the five branches. All but one branch greatly exceeded their set recruitment rate. Kent Police also recruited a notable 12 stewards during 2018.

From January 2019 to the beginning of August, 556 new members have joined these branches, resulting in a net increase of 149 members to date. This is an improvement on 2018 figures, plus net growth in membership is almost double that which was

experienced last year. Sussex Police & Justice Branch has already exceeded its annual recruitment target and several other branches are set to follow.

Hampshire Constabulary implemented the latest Police Staff Council (PSC) Handbook. Sussex Police did not implement it, but the branch negotiated local agreements covering overnight allowance, maternity and adoption provisions.

Following an increase of 2% in 2018-19, Surrey Police will implement a pay award of 2% on all grades and 2.5% increase on shift allowance for 2019-20. Kent Police introduced a pay award of 1% plus a 1% non-consolidated bonus for 2018/19 and an increase of 2.5% will apply for 2019/20. For two years running Thames Valley Police introduced pay awards of between 2%-5.5%, depending on where individuals were positioned on the pay matrix or their performance mark based on their annual assessment.

Kent, Surrey and Sussex Community Rehabilitation Company are seeking to impose a 2% pay award for the second year running and UNISON is assessing member's opposition to the absence of meaningful negotiation.

UNISON's Regional Women's Officer was a key note speaker at a Menopause Action Group 'Lunch and Learn' event held in conjunction with UNISON Kent Police Branch. The session enabled 40 attendees to learn more about the menopause, symptoms experienced and the support available. The event received UNISON Union

Learning Fund Kickstart funding and the branch intend to host more in the future.

Custody centre services previously outsourced to private companies Noonan (for Thames Valley Police) and Tascor (for Sussex Police) have returned to in-house delivery.

Branches are monitoring the use of volunteers in unpaid police roles and are reporting a slight decline in their use. Sussex Police are seeking to recruit volunteers through working closely with Neighbourhood Watch schemes. They are exploring partnership in relation to bulk CCTV viewing and elements of house to house enquiry support work.

Kent Police are part of the 7 Force Collaboration Project for procurement, which includes Forces within UNISON's Eastern Region. The potential scope of the programme is very broad, covering almost all areas of policing with the exception of local policing.

The Secretary to the Region's Young Members' Group will lead a meeting discussion as part of the Service Group Committee's engagement in the TUC Year of the Young worker initiative.

At the Committee's 2018 seminar, UNISON's National Officer joined representatives from Thompsons solicitors and UNISON's LAOS delivering workshops focusing on practical assistance on Independent Office for Police Conduct (IOPC) investigations, tackling sexual harassment in the workplace and

bargaining for good mental health in the workplace.

The Region will continue exploring ways to effectively organise union representation within the future probation structures. Our representation on UNISON's national probation committees has increased considerably in the past year.

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## **South West Region**

Go for Growth proved a mixed bag of results but noteworthy incentives around recruiting a colleague proved successful. Likewise the Post Incident Procedure training is a useful lure for new members in front facing jobs. The South West Police and Justice reps have attended some 126 training courses over the past year to the date of writing this report. These have ranged across the full spectrum of national, regional and included branch based training programmes. Education remains a strong attraction for members.

Several cross-force working groups have highlighted the disparity of pay being paid to undertake identical roles. This has been caused by the local interpretation of job evaluation factors when the roles were processed. As the staff retain employment with their substantive employer, force legal remedies are limited and work is underway to try and address this contentious issue.

The business improvement review continues to be challenging to achieve Forces efficiency savings.

Members of the management team were invited to meet with the Regional Service Group Executive to discuss the role of reps attending the South West Police Force Collaborations along with concerns affecting the group dynamics of these meetings.

The South West Region welcomed the news that the CRC contracts were being rescinded and with the majority of CRC staff being brought back into the National Probation Service.

Probation South West branch are in joint discussions with Kent, Surrey and Sussex CRC to establish common ground on pay, consultation and bargaining arrangements across their three divisions- Wales, SW and KSS-East.

The anticipated merging of Devon and Cornwall Police and Dorset Police has been cancelled despite being promoted as the only option in response to the impact of austerity on national funding for the service.

Attendance at the regional service group remains strong due to recognition of the benefits of sharing best practice through full participation.

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## **West Midlands Region**

Recruitment across the West Midlands Service Group has continued to hold up against a backdrop of cuts to staff in both Police and Probation.

The announcement in October 2018 that the alliance between the Warwickshire and West Mercia Police Forces would be terminated in October 2019, has caused considerable work for both UNISON Branches, as the various departments are being broken up. Over the period of the alliance, new staff were allocated arbitrarily to either Force on a 31%/69% split, and now the Forces are separating, some members are finding that their employer is not the Force for their locality causing considerable stress.

The announcement by the Government about the changes to the Probation Service, has caused confusion as to who is to be classified as falling within "Offender Management". Despite this being raised with the management of both CRCs within the West Midlands, it is obvious that they too are unclear, as to who will be transferred to the NPS. Those who remain within the remit of the CRC will be facing the merger of the Warwickshire and West Mercia CRC with the Staffordshire and West Midlands CRC, which in itself raises numerous issues that have yet to be addressed.

Across the Region, the Service Group has become very aware at the disparity in the funding of the various Offices of the Police & Crime Commissioners. Despite the West Midlands Force being considered the largest in the region, the West Midlands OPCC has a budget of £8m compared to the Staffordshire OPCC which runs on a budget of £14.7m. This in itself would be grounds for concern, but at a time of additional financial pressures of the Forces, it is

indicative of the need to reform the whole Police and Crime Commissioner set up. The Regional Service Group has been involved with Labour Link, in the selection process for the Labour candidates, for the forthcoming elections for the Police & Crime Commissioners in 2020.

The Service Group continues to monitor the use of PIP across the four Forces and the Branches are able to support our members, when they are involved in these incidents. The spin off from this has been that the support given to members has been publicised, and has become a major factor in recruiting new members into UNISON. It has also been part of the argument that the Staffordshire Police Branch used to successfully negotiate the bringing back in house of the Custody Suite Staff.

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## **Yorkshire & Humberside Region**

Branches in the Yorkshire & Humberside region have focused on retention to ensure membership density during a period of significant challenge with several employers undertaking staff reviews/restructures. This has led to a slight increase in membership across the service group since last year.

South Yorkshire Police branch faces a number of challenges, in particular the decision by the employer to reduce the number of PCSOs by almost half, and make further savings by making alterations to PCSO shift patterns. The branch has actively campaigned

against the changes and is working with members to put forward counter proposals which protect PCSO take-home pay.

The branch is working with the employer to sign up to the TUC's 'Dying to Work' campaign and are looking to introduce a specific sickness policy for those with terminal illnesses.

The members employed by West Yorkshire Police have gone through a significant period of change over the last 12 months leading to a number of redundancies and deletion of vacant posts. There is still a further £30 million still to save before the end of the 2020 financial year. These changes have also had an impact on the branch leadership and interim arrangements are in place until the branch committee elections at next year's AGM. Despite the significant number of job losses, membership totals haven't changed greatly.

North Yorkshire Police branch has continued to recruit well, in particular with the Fire & Rescue Service which is now governed by Conservative Police & Crime Commissioner, Julia Mulligan. The branch has agreed to change its name to reflect the inclusion of Fire and Rescue members. The branch continues to support members through staff reviews and changes, and has successfully grown the branch over the last year.

Humberside Police branch has enthusiastically supported UNISON's campaign to see the restoration of 2010 levels of police staff and PCSOs. UNISON's stance was quoted in the

Yorkshire Post newspaper requesting the government rebuild the entire police workforce.

The employer has embarked on a number of restructures over the past year affecting a large number of members with the threat of redundancies and redeployment. The branch continues to support members and is challenging the employer over its use of organisational change frameworks, with a large collective grievance regarding this issue ongoing.

Further to the government announcement on the decision to return offender management to the public sector, probation members in the region have been calling for work to be done to improve pay and T&Cs. This has included taking motions to the regional service group on the need to end low pay in the Probation Service. In addition, members are campaigning to ensure a robust Staff Transfer and Protections Agreement going forward, and improved facility time arrangements.

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### **Section 3: Action on 2018 Service Group Conference Motions**

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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.

#### **Motion 1: Recruiting and Representing Disabled Members in the Police and Justice Service Group**

- E 34-2019 issued 21.06.2016
- 

#### **Motion 2: Bargaining for good Mental health policies in Police and Justice workplaces**

- E36 - 2019 issued 03.07.2019
- 

#### **Motion 3: Members delivering services for private contractors within policing**

- E47 – 2019 issued 16.08.2019
- 

#### **Motion 4: The Need for Pay Reform in Police and Probation**

- NPS Pay Modernisation Offer accepted by members at ballot November 2018.
  - PSC Pay and Reward Working Party started Part 2 review into police staff basic pay.
- 

#### **Motion 5: Police Staff Council Pay and Reward Review Part 2**

- Branch Seminar held 31 May 2019
- 

#### **Motion 6: Pay Negotiations**

- Discussion on pay anniversary date at 31 May pay seminar
  - Consultation paper issued to branches and regions: POL/10/2019 refers.
- 

#### **Motion 7: Police Staff Pay Negotiations**

- Action pending
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#### **Motion 8: Achieving pay equality for women in the police service**

- Equal Pay mainstreamed in TU Side approach to PSC Pay & Reward Review Part 2
  - Police Staff Pay Seminar held on 31 May 2019.
- 

#### **Motion 10: Suspension is not a neutral act**

- Action pending
- 

#### **Motion 13: Raising the profile of equalities in the police service**

- UNISON submission to Home Affairs Select Committee Inquiry into Macpherson Report Twenty Years On – January 2019.

- Referral of UNISON Select Committee response to Workforce Transformation Board.
- Meeting with College of Policing Diversity Lead 29 August 2019.

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**Motion 14: Formalising the link between UNISON and the LGBT Police Network**

- Action pending.

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**Motion 15: Young Members in the Police Service**

- Young Members Officer invited to SGE May 2019
- Young Members session at 2019 Service Group Conference

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**Motion 16: The Future for Probation after Transforming Rehabilitation**

- Organised roundtable on probation governance with Labour PCCs on 30 October 2018. Labour Movement Statement drafted and circulated to sister unions for comment.
- Let's Fix Probation Campaign materials and pull up stands produced. Web pages updated.
- 27.06.19 - Submission to Labour Justice and Home Affairs Commission in support of devolution of political control of probation.

- UNISON responded to the Thomas Commission calling for full devolution of policing and justice to Wales.

- Responded to Lord Ramsbotham's call for evidence for Labour Feasibility Study of bringing probation back into the public sector.

- Met with Richard Burgon 23/7/19), Shadow Justice Secretary, with Labour Group PCCs to lobby for devolution of local control of probation.

- Membership of Probation Programme Consultative Forum. Arguing for national staff transfer arrangements.

- Ongoing contact with Shadow Justice Team.

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**Motion 17: Failure of the Transforming Rehabilitation (TR) Reforms**

- See action for motion 16 above

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**Motion 18: The privatisation experiment has failed...now what?**

- See action for motions 16 & 17 above

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**Motion 19: Police Resources, the cuts and the impact on staff**

- UNISON Front Line Review Survey results issued to branches: E02-2019.

- Results sent to Police Minister and College of Policing 14 December 2018.
- Member survey into impact of cuts on essential services piloted August 2019

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#### **Motion 20: Feeling Vulnerable**

- Action pending

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#### **Motion 21: Enough is Enough**

- NPS Pay Modernisation Deal delivered November 2018
- 2019 pay claims for all CRCs to mirror NPS pay modernisation aims

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#### **Motion 22: The Lammy Review**

- Met with HMPPS Equality and Diversity Lead to lobby for extension of all relevant Lammy recommendations to Probation
- Wrote with Napo to Probation Minister seeking the same – 25.02.2019

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#### **Motion 23: Police Staff PSC Pay award 2017**

- UNISON pay consultation closed 21 December 2018. Award paid in early 2019.

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#### **Composite A: Barred and Advisory Lists**

- E33-2019 issued to branches 20.06.2019

- Letter to Police Advisory Board raising issue of probationer police staff being placed on barred list ; 03.07.2019

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#### **Emergency Motion 1: Suffolk PCSOs**

- Action pending

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#### **Emergency Motion 2: Sexual Harassment in the Police Service**

- UNISON/LSE research accepted by NPCC.
- NPCC led working party agreed strategy to tackle sexual harassment in January 2019.
- College of Policing working up products for strategy during 2019.
- NPCC Launch of sexual harassment campaign w/c 3 June 2019 with UNISON support.

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#### **Emergency Motion 3: The Cuts in Police Staff also impacts on the Police Service Capability**

- See action for motion 19



## Section 4: Appendices

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### Appendix A

#### Composition of the Police and Justice Service Group Executive (July 2019)

**Chair: Debi Potter**      **Vice-chair: Mark Trask**

#### Police Staff Regional Representatives

Eastern	Mark Trask	General Seat
	Annie Powell	Female Seat
East Midlands	Chris Berry	General Seat
	Lyndsay Smith	Female Seat
Northern	Keith Malcolm	General Seat
	Mel Elliott	Female Seat
North West	<i>Vacancy</i>	General Seat
	Joanne Moorcroft	Female Seat
Scotland	David Malcolm	General Seat
	Michelle Brewster	Female Seat
South East	<i>Vacancy</i>	General Seat
	Kathy Symonds	Female Seat
South West	Sophie Jones	General Seat
	Debi Potter	Female Seat
Cymru/Wales	Phil Williams	General Seat
	Joanne Everson	Female Seat
West Midlands	Jill Harrison	General Seat
	Marie Stokes	Female Seat
Yorkshire & Humberside	Tony Green	General Seat
	Jane Wilkinson	Female Seat
<b>NEC members</b>	Chris Hanrahan	General Seat
	Maureen Le Marinel	Female Seat

#### Police Staff Council (Scotland)

**Sector Committee Chair**      Drew Livingstone

<b>Probation Sector Committee</b>	Neil Richardson	General Seat
	Jenny Martin	Female Seat
	Helen Cottam	Female Seat
	Lee Middlemass	Female Seat
<b>Cafcass Sector Committee</b>	<i>Vacancy</i>	General Seat
	Shama Hayat	Female Seat

## Appendix B

### Sector Committee Membership

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

Eastern	Mark Trask Carol Johnson
East Midlands	Chris Hanrahan Vicky Booth
Northern	Keith Malcolm Enid Gardner
North West	Stephanie Bell Maureen Le Marinel
South East	Andy Stenning Kathy Symonds
South West	Sophie Jones Debi Potter
Cymru/Wales	James Coslett Kim Shurmer
West Midlands	Jill Harrison Rob Birch
Yorkshire/Humberside	Tony Green Jane Wilkinson

#### National Probation Service Sector Committee

Eastern	Frank Radcliffe <i>Vacancy</i>
East Midlands	Sarah Jones Chelsea Skervin
Greater London	Trevor Bernard <i>Vacancy</i>
Northern	Stephen Monsarratt <i>Vacancy</i>
North West	Sam Blyth Steve Buckley
South East	<i>Vacancy</i> Chris Dunn
South West	Wendy Stuart <i>Vacancy</i>
Cymru/Wales	Steve Allender <i>Vacancy</i>

West Midlands	Jenny Martin Steve Cowley
Yorkshire & Humberside	Farzana Naheed Larry Whyke

### **Community Rehabilitation Company Sector Committee**

Eastern	Elisa Vasquez-Walters <i>Vacancy</i>
East Midlands	Audrey Dinnall Wayne Lambert
Greater London	Rosemary Odogwu Gary Moses
Northern	Lee Middlemass <i>Vacancy</i>
North West	Zoe Todd Phill Taylor
South East	Wendy Wheeler Ian Craig
South West	Mavis Palmer Barry Pitt
Cymru/Wales	Elisabeth Butler Rob Robbins
West Midlands	Donna-Leigh Gardner-McLean Imtiaz Khan
Yorkshire & Humberside	Helen Cottam Neil Richardson
Interserve Rep	Steve Timmins

### **National CAF/CASS Sector Committee**

Michael Brader  
Jane Dodds  
Penny Forman  
Shama Hayat  
Toni Mayo  
Lyndsay Robertson  
Bernard Toland

### **NPS Divisional Convenors**

London	Trevor Bernard
Midlands	Chelsea Skervin
North East	Larry Whyke
North West	Steve Buckley
South East	Ian Croskel
South West	Wendy Stuart
Wales	Steve Allender

## **Appendix C**

### **Representation on Negotiating Bodies**

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

- **Trade Union Side**

Chris Hanrahan  
Jill Harrison  
Maureen Le Marinel  
Debi Potter  
Mark Trask

- **Pay & Reward Working Party**

Chris Hanrahan  
Debi Potter

#### **Police Staff Scotland**

- **JNCC Negotiating Committee**

Michelle Brewster  
Lucille Inglis  
David Malcolm  
Donnie Taylor

#### **National Probation Service Joint Negotiating Committee**

- **Trade Union Side**

Chelsea Skervin  
Jenny Martin

#### **National Probation Service TU Engagement Forum**

- **Trade Union Side**

Jenny Martin  
Steve Buckley

#### **Interserve Justice Joint Negotiating and Consultation Committee**

Phill Taylor  
Phil Turner  
Steve Timmins

#### **Sodexo Pan CRC Forum**

Lee Middlemass  
Neil Richardson  
Zoe Todd  
Elisa Vasquez-Walters

## Appendix D

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

<b>Appointment to:</b>	<b>Current representatives and substitutes</b>
Service Group Liaison Committee	Debi Potter
UNISON National Health & Safety Committee	Lee Middlemass
UNISON Self-Organised Groups Liaison :	
• Black members	Mark Trask
• LGBT members	Sophie Jones
• Women members	<i>Vacancy</i>
• Disabled members	Debi Potter
Rule 1 Appeals Panel	Debi Potter, Mark Trask

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

<b>Appointment to:</b>	<b>Current representative/substitute</b>
<b>Police Advisory Board</b>	Debi Potter/ Ben Priestley
<b>IOPC Trade Union and Staff Association Liaison Committee</b>	Debi Potter
<b>College of Policing:</b>	
Professional Committee	Debi Potter / Andy Stenning
Members Committee	Andy Stenning / Debi Potter
Representative Committee	Ben Priestley
Workforce Transformation Board	Ben Priestley
PEQF Board	Andy Stenning / Rob Birch
Diversity, Equality & Inclusion Co-ordination Committee	Debi Potter
College Regulatory Consultative Group	Chris Hanrahan
Professional Development & Progression Board	Debi Potter / Enid Gardner
Citizens in Policing	Andy Stenning / Rob Birch
Initial Entry Routes Working Group	Andy Stenning / Rob Birch

## **National Police Chiefs Council**

National Policing Complaints & Misconduct Group	Debi Potter / Tony Green
National Policing Professional Standards & Ethics Group	Debi Potter / Tony Green
Consultative Committee	Ben Priestley
National Policing H & S Working Group	Enid Gardner
National Race, Belief and Religion Advisory Group	Debi Potter
Finance & Resources	Tony Green
National Uniform Specification Group	Tony Green
National Police Vetting Working Group	Jill Harrison
National Fitness Testing Working Group	Mark Trask
Emergency Services Mobile Communications Programme	Rob Birch
Apprenticeships Trailblazer Group	Andy Stenning / Rob Birch
BME Women in Policing	Carol Johnson
Gender Working Group	Debi Potter

## **Diversity Support Organisations**

Disabled Police Association	Debi Potter
LGBT Network	Sophie Jones
National Black Police Association	Carol Johnson
British Association for Women in Policing	Kim Shurmer

## **Representation of NPS and CRC Sector Committee members/staff on External Bodies**

NPS Health and Safety Committee	Stephen Monsarratt, Chelsea Skervin
Probation Professional Practice Forum	Frank Radcliffe Sarah Jones
NPS Discipline & Grievance Review Working Party	Stephen Monsarratt
Approved Premises Sub-Committee	Trevor Bernard Stephen Monsarratt
Approved Premises Rota Sub-Committee	Trevor Bernard Stephen Monsarratt
Probation Programme Consultative Forum	Jenny Martin Neil Richardson
Probation Programme Negotiating and Consultative Sub-Committee	Neil Richardson

Rob Robbins

## Appendix E

<b>Police and Justice SGE Attendance Record 2018-19</b>							
1 = attended A = apologies received N/A = not eligible to attend 0 = non attendance/apologies not recorded							
			2018		2019		
Members		Basis of Representation	10-Oct	06-Dec	21-Feb	08-May	18-19 July
Berry	Chris	East Midlands	1	1	1	1	1
Brewster	Michelle	Scotland	N/A	N/A	1	A	1
Cottam	Helen	CRC Sector Committee	1	A	1	1	A
Elliott	Mel	Northern	1	A	1	A	1
Everson	Joanne	Cymru/Wales	N/A	N/A	1	1	1
Green	Tony	Yorkshire & Humberside	1	A	A	1	A
Hanrahan	Chris	NEC Service Group Rep	1	A	1	1	A
Harrison	Jill	West Midlands	1	1	1	1	A
Hayat	Shama	CAFCASS Sector Committee	N/A	N/A	N/A	N/A	1
Jeffery	Maz	North West	1	A	1	1	1
Jones	Sophie	South West	1	A	A	1	1
Le Marinel	Maureen	NEC Service Group Rep	1	A	A	1	1
Livingstone	Drew	Chair, Police Staff Scotland Committee	1	1	A	1	1
Malcolm	David	Scotland	N/A	N/A	1	A	1
Malcolm	Keith	Northern	1	1	1	1	A
Martin	Jenny	National Probation Service Sector Committee	1	1	1	1	1
Middlemass	Lee	CRC Sector Committee	N/A	N/A	1	1	1
Moorcroft	Joanne		N/A	N/A	1	1	1
Nobbs	Caryl	Northern / Chair, Police Staff (E&W) Sector Committee	1	A	1	N/A	N/A
Potter	Debi	South West	1	1	1	1	1
Powell	Annie	Eastern	1	1	1	1	1
Richardson	Neil	CRC Sector Committee	1	1	1	1	A
Smith	Lyndsay	East Midlands	1	1	1	1	1
Stokes	Marie	West Midlands	N/A	N/A	1	1	A
Symonds	Kathy	South East	N/A	N/A	1	1	1
Trask	Mark	Eastern	1	1	1	1	1
Williams	Phil	Cymru/Wales	1	1	1	A	1
Wilkinson	Jane	Yorkshire & Humberside	1	1	1	1	1



## **Appendix F**

### **Service Group Meetings / Negotiating Meetings**

#### **Police & Justice Service Group Executive**

10 October 2018  
6 December 2018  
21 February 2019  
8 May 2019  
18-19 July 2019

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

22 November 2018  
26 February 2019  
6 June 2019

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

29 October 2018  
13 February 2019  
5 April 2019  
11 July 2019

#### **Police Staff Scotland JNCC Negotiating Committee**

8 November 2018  
22 November 2018  
6 December 2018  
17 January 2019  
14 February 2019  
28 February 2019  
14 March 2019  
28 March 2019  
11 April 2019  
25 April 2019  
9 May 2019  
6 June 2019  
4 July 2019  
8 August 2019  
3 September 2019

#### **National Probation Service Sector Committee**

7 November 2018  
27 February 2019  
23 May 2019

**Community Rehabilitation Company Sector Committee**

1 November 2018

30 January 2019

22 May 2019

**Interserve Justice Joint Negotiating and Consultation Committee**

13 December 2018

9 May 2019

20 June 2019

19 September 2019

**Sodexo Pan-CRC Forum**

12 December 2018

7 March 2019

1 July 2019

26 September 2019

## Appendix G

### Service Group Circulars – October 2018- August 2019

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:

#### UNISON Police Staff Circulars

<b>Circular No.</b>	<b>Title</b>	<b>Date Sent</b>
POL/19/2018	Sexual Harassment Research Findings	14/08/2018
POL/01/2019	Away From Home Overnight Allowance	19/02/2019
POL/02/2019	PSC England & Wales pay Claim 2019 Consultation	01/03/2019
POL/03/2019	Joint UNISON / NBPA Protocol	27/03/2019
POL/04/2019	Police Staff Seminar Information	11/04/2019
POL/05/2019	Police Staff Seminar 31 May 2019 – update	17/05/2019
POL/06/2019	Barred and Advisory Lists – probationers	04/07/2019
POL/07/2019	Selective Action	01/08/2019

#### Police Staff Council Trade Union Side Circulars

		<b>Date Sent</b>
PSC-TU01/19	PSC T U Side Pay Bulletin 1 - Pay 2019	08/01/2019
PSC-TU02/19	PSC T U Side Pay Bulletin 2 – Pay Claim	08/04/2019
PSC-TU03/19	PSC T U Side Pay Bulletin 3 – Unions Reject Pay Offer	07/06/2019
PSC-TU04/19	PSC T U Side Pay Bulletin 4 - Unions Ask for Pay Talks	23/07/2019

#### Police Staff Council Joint Circulars

		<b>Date Sent</b>
PSC Joint Circ 101 (accompanied PSC T U Side Pay Bulletin 1)		07/01/2019
PSC Joint Circ 102		24/05/2019

#### Police Staff Bulletins

	<b>Date Sent</b>
Police Staff Update	08/01/2019
Police Privatisation Bulletin	25/04/2019

#### Probation - NPS and CRC Pay Bulletins

	<b>Date Sent</b>
NPS Pay Ballot Bulletin	08/11/2019
Interserve CRCs Pay Bulletin 01/19	04/01/2019
Interserve CRCs Pay Bulletin 02/19	24/01/2019

#### UNISON Probation Bulletins

<b>Title</b>	<b>Date Sent</b>
Let's Fix Probation Bulletin #1 (2018)	07/12/2018
Let's Fix Probation Bulletin #1 (2019)	14/01/2019
Let's Fix Probation Bulletin #2	01/03/2019
Let's Fix Probation Bulletin #3	29/03/2019
Let's Fix Probation Bulletin #4	09/05/2019
Let's Fix Probation Bulletin #5	16/05/2019
NPS Update February 2019	01/02/2019
NPS Update March 2019	26/03/2019
NPS Update May 2019	09/05/2019

NPS Update July 2019  
AP News May 2019

16/07/2019  
16/05/2019

### **UNISON/Napo Joint T U Circulars/Letters**

<b>Circular No.</b>	<b>Title</b>
JTU-01-19	Letter to Jim Barton re: Procurement Documents
JTU-02-19	Letter to David Gauke re: Interserve letter 12 Dec
JTU-03-19	Letter to David Gauke re: TR2 follow-up
JTU-04-19	Member bulletin – Interserve pay result
JTU-05-19	Letter to Sonia Crozier re: SFOs
JTU-06-19	---
JTU-07-19	Letter to David Gauke
JTU-08-19	Letter to Rory Stewart re: Lammy Review
JTU-09-19	Kent, Surrey, Sussex CRC Pay claim
JTU-10-19	KSS Communication

### **UNISON e-communications**

<b>E-comm</b>	<b>Title</b>	<b>Date Sent</b>
E41-2018	NPS Pay Talks Announcement	15.08.2018
E42-2018	PSC Pay and Reward Chase Up	20.08.2018
E43-2018	Front Line Review Taster	20.08.2018
E44-2018	Norfolk Police Branch info request	21.08.2018
E45-2018	Rest Day Cancellation 90+ days notice	24.08.2018
E46 -2018	Nominations - 2018 P & J Service Group Executive By Elections	29.08.2018
E47-2018	PSC Joint Circular 96 CED	30.08.2018
E49-2018	UKPPS Update Sep 18	07.09.2018
E50-2018	NPS Pay Talks Update	07.09.2018
E51-2018	Police & Justice Conference Final Agenda 2018	12.09.2018
E52-2018	Changes to OCS AP contracts	12.08.2018
E53-2018	NPS Pay Talks Update	19.09.2018
E54-2018	Sussex Police information request mental health policies	19.09.2018
E55-2018	NPS Claim for TOIL/Payment for Call Out during Standby	19.09.2018
E56-2018	Police Gender Pay Gap Data 1	21.09.2018
E57-2018	SSCL disciplinary stats	09.11.2018
E58-2018	Menopause Survey	09.11.2018
E59-2018	Home Office Front Line Survey	09.11.2018
E60-2018	Trans Toolkit	13.11.2018
E61-2018	NPS Facility Time Survey	14.11.2018
E62-2018	UKPPS Briefing Nov 18	14.11.2018
E63-2018	2018 Volunteers Report	29.11.2018
E64-2018	Let's Fix Probation Leaflet	06.12.2018
E65-2018	Volunteers Report Press Release	06.12.2018
E66-2018	Let's Fix Probation Bulletin #1	10.12.2018
E67-2018	Branch Survey of Rest Day Changes	12.12.2018
E68-2018	IOPC Statutory Guidance Consultation	12.12.2018
E69-2018	Probation Recruitment Leaflet	17.12.2018
E70-2018	PSC TU Side Bulletin CED	18.12.2018

<b>E-Comm</b>	<b>Title</b>	<b>Date sent</b>
E71-2018	NPS Disputes Procedure	19.12.2018
E01-2019	North Yorks Police Request for Information - Body Armour	04.01.2019
E02-2019	UNISON Frontline Review Survey Results	08.01.2019
E03-2019	Emergency Services Mobile Comms Project - Branch Update	14.01.2019
E04-2019	Let's Fix Probation Bulletin 01/19	14.01.2019
E05-2019	LAOS Member Training Survey: police	17.01.2019
E06-2019	LAOS Member Training Survey: probation	17.01.2019
E07-2019	NPS Disciplinary Factors	22.01.2019
E08-2019	PPCF Minutes to NPS Committee	25.01.2019
E09-2019	NPS SFO Info Request	30.01.2019
E10-2019	NPS Disciplinary Outcomes Report	11.02.2019
E11-2019	South Yorkshire Police Premature Baby Policies	12.02.2019
E12-2019	Cleveland Info Request dispatcher salaries	13.02.2019
E13-2019	CRC 2019 Pay Claim	13.02.2019
E14-2019	Home Affairs Select Committee Press Release	27.02.2019
E15-2019	HoC: UQ on the emergency summit on knife crime	25.03.2019
E16-2019	Police Contract In-Housing Survey	25.03.2019
E17-2019	Durham Police Branch – info request re: custody suite overdose	25.03.2019
E18-2019	Request for information - Surrey Police custody suite issues	27.03.2019
E19-2019	College of Policing Chairs Report March 2019	29.03.2019
E20-2019	Police & Justice Request for info - PIM and Standby Allowance	01.04.2019
E21-2019	Draft NPS AP Bulletin	30.04.2019
E22-2019	NPCC Sexual Harassment Launch	07.05.2019
E23-2019	NPCC Sexual Harassment Launch 2	09.05.2019
E24-2019	NPCC Sexual Harassment Launch 3	09.05.2019
E25-2019	Staffordshire Police Branch - Resourcing Policy info request	13.05.2019
E26-2019	Collaboration with the police and other emergency services	15.05.2019
E27-2019	Chief Constable Letter for Sexual Harassment Launch	20.05.2019
E28-2019	Police & Justice Conference 2019	21.05.2019
E30-2019	PSC Joint Circular 102 and Pay Survey Report 2018	24.05.2019
E31-2019	Probation Recruitment Materials	28.05.2019
E32-2019	Police Staff Recruitment	28.05.2019
E33-2018	Barred and Advisory List Data	20.06.2019
E34-2018	Motion 1 2018 P & J Conference Disabled Members	21.06.2019
E01-2019	Police & Justice Conference preliminary Agenda	02.07.2019
E36-2019	P& J Conference Recruiting & Representing Disabled Members	03.07.2019
E37-2019	Emergency Services Mobile Comms Project Branch Update	08.07.2019
E38-2019	PAC report ESN	17.07.2019
E39-2019	Police Staff Recruitment Leaflet	26.07.2019
E40-2019	Police & Justice Conference 2019 Timetable Reminder	31.07.2019
E41-2019	PEQF Update	01.08.2019
E42-2019	Emergency Services Workers	02.08.2019
E43-2019	Rebuild Campaign Member Bulletin	07.08.2019
E44-2019	Rebuild Campaign model letter	08.08.2019
E45 -2019	NPCC Disciplinary BAME experiences workshop	09.08.2019

<b>E-Comm</b>	<b>Title</b>	<b>Date Sent</b>
E46 - 2019	Rebuild Campaign Press Release	13.08.2019
E47 - 2019	Private Contractors Seminar	16.08.2019
E48 - 2019	NPCC Request for Data: Police Performance Blockers	16.08.2019

## **APPENDIX H**

### **Press Releases**

#### **Friday 7 December 2018**

Volunteers taking on police roles as cuts continue to bite, warns UNISON

#### **Thursday 21 February 2019**

Government must end private probation contracts before it is too late, unions say

#### **Wednesday 27 February**

Police staff now less representative of communities, says UNISON

#### **Thursday 16 May 2019**

Probation return to public control is welcome but must be administered locally, says UNISON

#### **Wednesday 14 August 2019**

Government only doing 'half the job' by replacing police officers, says UNISON

## APPENDIX I

### Service Group Staff

- **National**

Ben Priestley	National Officer
Dave Bryant	Assistant National Officer
Helen Raymond	Committee Administrator

- **Regional Heads of Police & Justice (July 2019)**

Eastern	Paul Farley
East Midlands	Rachel Hancorn
Northern	Helen Metcalf
North West	James Rupa
Scotland	Gerry Crawley
South East	James Smith
South West	Jayne Jackson
Cymru/Wales	Simon Dunn
West Midlands	Charlie Sarell
Yorkshire & Humberside	Rachel Hodson



