



2022 Police and Justice Annual Report

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2021/22

Contents

Chair's Welcome

Introduction

Section 1: Meeting the NEC Objectives

Section 2: National and Regional Reports

Section 3: Action on 2021 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 and Sector Committees on Internal and External Bodies
- **Appendix E** SGE Attendance Record
- **Appendix F** Service Group Meetings/Negotiating Meetings
- **Appendix G** Branch Circulars
- **Appendix H** Service Group Staff

Chair's Welcome

It gives me great pleasure to be able to welcome everyone to Telford for our 2022 Police and Justice Service Group Conference.

The last 12 months have been dominated by difficult pay negotiations in all the sectors in the Service Group. The government's pay freeze for public sector workers in 2021 caused great hardship for our members and we worked hard in pay talks to try to make up for this.

In November 2021, police staff members in Scotland voted to accept an offer weighted towards lower paid staff, with a 2022 pay offer out for consultation at the time of writing.

The Probation Service imposed the government's pay freeze on its staff in December 2021. Following extensive talks in the summer of 2022, a three year pay offer for probation staff was being consulted on at the time of writing.

At the end of April 2022, police staff in England and Wales voted by a majority of 60% in favour of accepting a pay award covering the 2021 and 2022 pay years. At the time of writing, pay talks had resumed as a result of the re-opener clause in the award being triggered.

In July 2022 we celebrated 20 fantastic years of PCSOs on the beat, launched a PCSO awards scheme with NPCC and the College of Policing, as well as sponsoring two awards for police staff

and probation staff in a new Skills for Justice initiative called 'The Justies'.

In the Probation Service, the achievement of re-unification last year has been superseded by a range of disputes with the new employer which have proved challenging for our members and reps.

Our North-West Probation and CAFCASS branch and UNISON North West Region continued to support and organise our CAFCASS members to positive effect.

I would like to thank them together with all our members, activists and staff for their efforts in work and within the trade union over the last 12 months.

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 time of last year's Service Group conference in October 2021 until August 2022.

The report is presented for approval to the 2022 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 last conference in 2021, 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)**
- **CAFCASS (England)**

Section 2 of the report provides national updates from UNISON Scotland and UNISON Cymru/Wales and from each of the Police and Justice Committees in the regions.

Section 3 of the report gives an update on the work in progress on delivering the actions in respect of motions passed at the 2021 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
- Service Group Staff

Section 1: Meeting the NEC Objectives

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

1.1.1 Membership and Density

- **Membership**

At the end of July 2022, membership in the Service Group was as follows (2021 figures in brackets):

Total Police and Justice: 38,848 (39,179)

Police Staff (England & Wales):

33,155 (33,486)

Police Staff (Scotland): 2,167 (2,327)

Probation Service 3,214 (3,079)

CAFCASS: 312 (287)

1.1.2 Recruitment and Retention

Membership in the Service Group has declined by 0.8% in total since last year's annual report.

1.1.3 Probation Service Facility Time

In April 2022, UNISON was successful in negotiating four full time trade union release positions for Probation Service Sector Committee Chair, Vice-Chair, Health and Safety/Approved Premises Lead and Cymru/Wales Lead. These four roles benefit from a mix of trade union facility time and employer granted project time. In addition, we

were successful in negotiating additional project time for UNISON lead reps for unpaid work, programmes and victims.

1.1.4 CT Organising Project

The CT Forum met once in April 2022 and has agreed a programme of work, including seeking to rectify disparities in pay between staff doing the same job.

1.1.5 Police Post Incident Procedures (PIP)

The bespoke branch training courses have continued to run as well as re-accreditation courses.

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 2021/2022

Following the attempt by the Employers Side of the PSC to impose the government's public sector pay freeze on police staff, the PSC Trade Union Side launched a consultative ballot on 6 August 2021 with a recommendation that members reject the pay freeze and indicate their willingness to take industrial action in order to seek to improve it. 96% of UNISON members voting in the ballot rejected the pay

freeze and said that they were prepared to take industrial action if balloted. UNITE and GMB members voted similarly.

The Chair of the PSC Employers Side, resigned in protest at the 'grossly unfair' pay offer made to police staff.

Following the consultative ballot results, the Employers agreed to re-open talks and an improved offer was eventually made as follows in April 2022 covering both the 2021 and 2022 pay years:

- A £250 consolidated pay increase on pay points 7 to 18 (inclusive) on the PSC pay spine with effect from 1 September 2021 (to be backdated)
- A 2.1% consolidated increase on pay points 7 to 45 on the PSC pay spine with effect from 1 April 2022 until 31 August 2023 (to be backdated)
- A 2.1% increase on Standby Allowance with effect from 1 April 2022 until 31 August 2023 from £31.57 to £32.23
- An increase in the minimum annual leave entitlement to 24 days and 29 days (after five years) with effect from 1 April 2022
- A re-opener clause as follows: in the event that a PRRB annual award is agreed from 1 September 2022 in excess of a 3% award, as part of a single year settlement, the Employers' Side is prepared to re-open pay negotiations on the 17-month police staff pay award to ensure

that police staff do not suffer any detriment to their police officer colleagues.

UNISON members were consulted on the offer over April and May 2022. The Police Staff Sector Committee was unable to provide a recommendation on the offer given that RPI inflation was already running at 7.8%. It was therefore presented as the best achievable by negotiation. On a 47% turnout in the ballot, 64% of members voted to accept the offer and 36% voted to reject.

At the time of writing, the re-opener clause in the agreement had been triggered in July 2022 as a result of the Police Pay Review Body recommendation for a £1900 flat rate pay rise for police officers from 1 September 2022 being ratified by the government.

1.2.1.2 PSC Pay and Reward Review

- **Part 1**

In July 2022, the PSC Trade Union Side circulated a 'Know Your Rights' guide to all branches to help members to understand their key entitlements at work. This builds upon PSC Joint Circular 111 which provided helpful clarification on a number of key areas of entitlement for police staff.

- **Part 2**

Part 2 of the Review is looking at police staff basic pay, including job evaluation and pay and grading.

The Trade Union Side continues to seek a single sector-wide pay and

grading structure for all police forces in England and Wales.

Progress on Part 2 of the review continues to be very disappointing.

The Employers Side position remains that there is no support among their constituents for a sector-wide JE and pay and grading scheme to cover all forces in England and Wales. They have proposed instead that the PSC reviews its existing guidance on JE/pay and grading. At the time of writing there have been no proposals forthcoming from the Employers Side for any such revisions.

The Trade Union Side is pressing for the gender pay gap in the police staff workforce to be the subject of investigation as part of the Pay and Reward Review, as per the agreed terms of reference.

- **Low Pay and Differentials**

At the meeting of the PSC Pay and Reward Working Party held on 4 July 2022, the Trade Union Side put forward a revised version of the proposals which were first set out in our 2021 pay claim for restructuring the value of increments in the lowest quartile of the PSC pay spine. Both the Trade Union Side and the Employers Side recognised at the meeting that likely increases in the government's national living wage in 2023 and 2024 would put pressure on the lowest pay points in the PSC pay spine.

1.2.1.2 Contamination Elimination Database (CED)

The PSC initiated a review of its existing guidance to forces and unions on the CED in 2021 with a deadline for responses of the end of July 2021. There was overall a low response rate to the consultation. A meeting of the PSC Pay and Reward Working Party was held on 21 April 2022 to review the outcomes of the review. At the meeting the employers asked that the existing PSC guidance on the CED be withdrawn because it was no longer compatible with the requirement of the Forensic Regulator. The unions agreed to put their concerns over the remit of the Regulator in a letter to the employers.

1.2.1.3 Police Misconduct Procedure Reforms

In May 2022, the PSC Joint Secretaries provided advice and guidance to Northamptonshire Police over its interpretation of PSC joint circular 114.

1.2.1.4 Non-Deduction of Commuter Mileage from Mileage Claims

In June 2022 the PSC Joint Secretaries provided advice to Lancashire Constabulary on its interpretation of PSC Joint Circular 108.

1.2.1.5 Apprenticeships

On 9 February 2022 the PSC issued joint circular 120 which provided advice and guidance to forces and unions on pay and job security for police staff apprentices. This followed the issue of

apprenticeship pay being part of successive trade union side pay claims.

1.2.1.6 Substance Misuse and Testing

On 16 February 2022 UNISON attended a Home Office workshop on proposals to amend the PSC Substance Misuse and Testing agreement. At the time of writing no formal proposals have come forward from the Home Office.

1.2.1.7 Police Honours

UNISON has continued to campaign for the extension of appropriate police honours to police staff. In February 2022 the Police Staff Council agreed to work together to support the case for a Long Service medal for police staff. We independently asked for NPCC support for the Long Service Medal. The NPCC Chair responded positively to the request in May 2022.

1.2.1.8 Away from Home Overnight Allowance

Having previously been unsuccessful in getting a review of the eligibility criteria for the away from home overnight allowance, the Trade Union Side resubmitted its proposals to the Pay and Reward Working Party held on 4 July 2022.

1.2.1.9 Enhanced TOIL

The Trade Union Side submitted a proposal for police staff to benefit from the same entitlement as officers to enhanced TOIL to the meeting of the PSC Pay and Reward Working Party on 4 July 2022.

1.2.1.10 Restructuring the PSC Pay Spine

The Trade Union Side resubmitted proposals to restructure the lowest quartile of the PSC pay spine to deal with low pay and diminishing differentials to the meeting of the PSC Pay and Reward Working Party on 4 July 2022. The Employers have acknowledged that work will have to be undertaken to keep the PSC ahead of planned changes to the National Living Wage over the next few years.

1.2.1.11 Police Staff Council Joint Circulars

The following joint circulars were published by the Council:

- **117: Contamination Elimination Database – 28 June 2021**
- **118: PSC Archive – 20 September 2021**
- **119: PSC Handbook Update – 10 November 2021**
- **120: Apprenticeships – 7 February 2022**
- **121: Christmas and New Year Bank Holiday Working – 20 September 2021**
- **122: Queen’s Platinum Jubilee - 15 December 2021**
- **123: Pay Award for 2021/22 & 2022/23 – 6 May 2022**

- **124: PSC Handbook Update –**
9 June 2022

1.2.1.12 Joint Secretarial Advice

The PSC Joint Secretaries provided advice and guidance to the following forces/branches in respect of the issues highlighted:

- **UNISON Northamptonshire Police Branch (May 2022)**
Misconduct Procedures/Written Warnings
- **Lancashire Police/UNISON (June 2022)** Call out on a public holiday and mileage allowances

1.2.2 Police Advisory Board for England and Wales (PABEW)

UNISON represents the Trade Union Side of the Police Staff Council on PABEW.

UNISON's main focus on the PAB has been our work on the PAB Disciplinary Sub-Committee which has been overseeing:

- the implementation of the new police officer misconduct regulations; our interest being in respect of the implications for police staff.
- the College of Policing led work on the action plan to tackle sexual harassment in policing following the publication of UNISON's report on sexual harassment in 2016.

1.2.3 Police Force Pay and Conditions Reviews

The Police and Justice Team at the UNISON Centre supported the following branches and their Regional Organisers in relation to job evaluation and pay and grading:

- Leicestershire Police
- South Yorkshire Police
- Wiltshire Police
- Northumbria Police
- Staffordshire Police

1.2.4 Equality and Diversity

1.2.4.1 NPCC Police Sexual Harassment Working Party

UNISON has continued to represent members on the NPCC Sexual Harassment Working Party which is seeking to progress work on tackling sexual harassment in policing. We provided a response to the formal consultation on the strategy to tackle sexual harassment in early February 2022.

1.2.4.2 Black Members Survey

On 8 February 2022 UNISON, Napo, RISE and HMPPS launched the results of the first ever survey of the workplace experience of Black, Asian and Minority Ethnic staff in the Probation Service. The survey had been initiated by UNISON, our sister unions and RISE and took a number of years to come to fruition.

The survey results showed that HMPPS has a major problem with racism at work which it must address. The survey led to a Race Action Plan which is currently being put into action.

1.2.4.3 Service Group Sessions at Self Organised Group Conferences

Due to the cancellation of some SOG conferences, as a consequence of Covid-19, there were fewer Service Group sessions run at these conferences over the last year.

1.2.5 Probation Negotiations in England and Wales

1.2.5.1 Bargaining Arrangements

Following the merger of the National Probation Service and the Community Rehabilitation Companies to form the Probation Service on 26 June 2021 there has been a return to single table bargaining for probation members.

1.2.5.2 Probation Pay Dispute 2021

The Probation Service imposed the 2021 government pay freeze on all probation staff in December 2021. This followed trade union consultative ballots in which 98% of UNISON members voted to reject the pay freeze. As a result of the imposition of the pay freeze, on 17 December 2021 UNISON and Napo lodged a formal trade dispute with the Probation Service.

This trade dispute related to pay and workloads, the latter issue being one that the employer has failed to adequately respond to following joint union representations, therefore exacerbating an already serious operational crisis.

The two unions reserved our position on balloting our members on industrial action at this time but reserved our right to do so pending the progress of discussions towards the objective of securing a multi-year pay deal effective from 1st April 2022.

1.2.5.3 Probation Service Pay Claim 2022

The following pay claim was submitted by the three probation unions on 20 April 2021:

- A three-year award to cover the 2022, 2023 and 2024 pay years
- An increase in the value of all pay points of 3% above the Retail Prices Index (RPI) of inflation on 1 April 2022, 1 April 2023 and 1 April 2024
- An increase in the value of all Probation Service allowances of 3% above the Retail Prices Index (RPI) of inflation on 1 April 2022, 1 April 2023 and 1 April 2024
- Shorter pay bands to allow staff to reach the top of the band in a shorter time
- Removal of pay band overlaps

Pay negotiations over the claim took place in June and July 2022 and a final offer for a three-year award was made to the unions in early August. Consultation with members over the offer was underway at the time of writing.

1.2.5.4 Other Probation Service Negotiating Issues

- **Covid19**

UNISON was involved at all levels in representing members' interests as the Probation Service ended the covid exceptional delivery models and moved back to a business-as-usual operational model. In August 2022, the unions were unable to agree changes to the covid risk assessment for unpaid work minibuses.

We continued to support branches in relation to potential claims to the Civil Service Injury Benefit Scheme in respect of claims by dependents of those NPS staff who died from Covid19.

We identified in March 2022 that the letter which was meant to have been sent to the dependents of those probation staff who had died of covid notifying them of their eligibility to apply to the Injury Benefit Scheme had not been sent.

- **E3 Job Evaluation Reviews**

The upgrading of approved premises residential workers which UNISON had fought for over many years finally came to fruition, with payments being made to staff in the December 2021 pay roll, including a compromise deal which was negotiated on backdating.

The Psychologists JE review continued to progress at a very slow pace despite joint union efforts to progress more quickly.

The reviews for Enforcement Officers and Victim Liaison Officers got underway in 2022.

- **Approved Premises (AP) Pay**

The AP Pay working party, set up in the spring of 2021 to tackle the many on-going problems in the way that staff are paid in approved premises, has not progressed its agenda in 2022 as UNISON would have liked. The problems of disparity in pay for overtime working, standby payments, holiday pay and over/underpayment of salaries continue.

- **NPS Business-As-Usual Pay Issues**

The unions have continued to meet with the employer on a regular planned basis to deal with on-going business-as-usual pay issues, including pay protection and over/underpayment of salaries. In March 2022 the Probation Service wrote out to all staff who have received alleged overpayments of salary to undertake an audit.

- **Pay Manual**

It was agreed as part of the 2018 pay modernisation agreement to produce a single pay manual for the Probation Service. The first draft of the Manual was shared with the trade unions in January 2022, but it has not been possible to prioritise this work against the pay rise and harmonisation negotiations.

- **Deletion of Pay Band 1**

The deletion of pay band 1 from 1 April 2021 was agreed as part of the 2020

pay award. Talks to deliver on this agreement over the last 12 months have failed to deliver this commitment.

- **Future of the Enforcement Function**

In November 2021 UNISON resubmitted our proposal for a senior enforcement officer role to the Senior Responsible Officer for Probation Reform.

- **Joint Extremism Unit Job Evaluation (JEXU)**

In May 2022, UNISON was successful in getting back pay for our members in JEXU following their regrading to pay band 5. Backdating of the JE outcome was to December 2020.

- **Increment Dispute**

UNISON finally prevailed in our long-standing campaign to get the Probation Service to take responsibility for paying increments to staff appointed, promoted or regraded between 1 October and 31 March.

First raised by UNISON with the National Probation Service in February 2021, 12 months later the new Probation Service was still denying its liability for making the disputed increment payments. As a result, in February 2022 UNISON was forced to advise eligible members to lodge grievances and employment tribunal claims to protect their interests.

As a result of this pressure from UNISON, including our discovery of significant corroborative evidence dating from 2015, the Probation Service

finally accepted liability for the claims in March 2022. Staff were advised of the employer's acceptance of liability in July 2022. Work is underway by the employer at the time of writing to identify the losses of eligible staff and to rectify their pay including backpay with effect from the August 2022 payroll.

It has been agreed with the Probation Service to review the handling of the dispute by the Probation Service with the help of ACAS.

- **Harmonisation of ex-Parent Organisation and Supply Chain Staff Pay and Conditions**

Negotiations to harmonise the pay and conditions of ex-CRC parent organisation and supply chain staff onto Probation Service contracts started in October 2021.

The harmonisation talks were complicated by the need to take into account those staff who are due to secondary transfer to HMPPS or MOJ.

Following 9 months of intensive negotiations a harmonisation package was finalised at the end of July 2022. A ballot of members in the harmonisation group was underway at the time of writing.

- **CCTV Review**

In December 2021 we responded to a consultation over the use of CCTV in the probation service.

- **Health and Safety Committee**

The committee has been keeping a close eye on the levels and types of sickness within probation and has recognized that work related stress and muscular skeletal issues are key areas of sickness.

The trade unions continue to raise the issue of work-related stress with the employer at every meeting, asking what they are doing to reduce this, not just for the future through recruitment of staff, but what they are doing now.

Over the last few months, the committee has been working with, and had regular updates from, Occupational Health and the Employee Assistance Programme.

Optima Health, the occupational health provider to HMPPS have created a Workplace Wellbeing platform. Ministry of Justice and Optima Health continue to promote the use of the workplace wellbeing platform through HR Business Partners, Performance Managers, Wellbeing Leads, Staff Support Leads and Staff Networks.

The committee has dedicated a lot of time to the Covid General Risk Assessment (GRA) and the ever-changing dynamics of the pandemic. GRA 15 is still in place, but a lot of the restrictions have now been relaxed. However, there is currently on-going work around the use of unpaid work (UPW) minibuses and transportation of people on probation on UPW. Currently there is a difference of opinion between the employer and trade unions on the use of one type of UPW Minibuses.

The Trade Unions are concerned with the number of people on probation

which the employer wants to transport in this type of minibus, because the employer has been unable to date to assure the Trade Unions that there is sufficient air flow and air quality. Both the employer and Trade Unions are seeking to resolve this issue.

The trade unions have raised concerns to the Committee on several occasions that when new accommodation is being proposed, the unions have not been included in the talks. The committee has taken this very seriously and, on several occasions, now have instructed the accommodation team that they are responsible for making sure that trade unions are involved from the outset going forward.

- **Offender Management in Custody (OMiC) and Prison Reform**

Much of our work on behalf of probation staff who work in prisons has focused on health and safety due to COVID. We have been having constructive fortnightly meetings with prison and probation senior leaders to manage the situation and attempting to influence the control measures and practices to keep our members safe.

UNISON, with our sister union Napo, has been involved in OMiC line management consultation for the last four years. We have maintained throughout, that plans to move the line management of probation staff to prison governors are flawed. We approached the consultation in good faith, to better understand processes and to secure safeguards for our members to protect them. We also

wanted to ensure that lessons learned through the pandemic were reflected in the guidance. It was very disappointing that the guidance did not change despite comprehensive consultation. We believe it will bring significant risk to our members working in prisons and to the efforts to recognise the professionalism of probation staff and improve the rehabilitation culture throughout HMPPS.

The Secretary of State for Justice decided in the summer of 2022 to prohibit probation staff from offering recommendations on prisoners' progression and release to the Parole Board. This severely endangers the ability of the Probation Service to protect victims of the most serious offences, and indeed the wider public, from the risk of serious harm posed by many individuals involved in the parole system. It also undermines the Government's own stated plans to pursue a "professionalisation agenda" for the Probation Service.

- **Learner Coaches**

We took up the case of probation national trainers who had been required to apply for jobs in the MOJ only to be told 6 months later that they would be transferred back to the Probation Service.

- **One HMPPS**

We continue to engage with the Target Operating model and have yet to reach end stage, but this work all seems to have been pushed aside for the introduction of One HMPPS – a proposal to integrate probation and

prisons. This is yet more change spread over years, before we have even finished implementing the Target Operating Model.

One HMPPS has come about as a response to the Civil Service 2025 3-year plan to remove 91,000 jobs from the Civil Service. This is our next big battle. We fear that One HMPPS seeks to regionalise and subsume the Probation Service into the Prison Service.

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

1.3.1 Police Staff England & Wales

1.3.1.1 College of Policing

UNISON has continued to represent members' interests at the College of Policing in relation to an increasing range of business areas.

UNISON has seats on the following College representative bodies: Professional Committee, Members Forum, Policing Education Qualifications Framework Project Board (PEQF), Wellbeing Board and Citizens in Policing Representative Forum.

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

- **Code of Ethics Review**

UNISON has been involved in the stakeholder group which is undertaking the Code of Ethics Review. Currently stakeholder group consultation on two draft documents is taking

place. Assurance has been given that police branches will be consulted, potentially via the Police Staff Council, prior to public consultation taking place in the latter part of the year.

- **Police Education & Qualification Framework (PEQF)**

This is the national framework established and governed by the College of Policing to direct the way in which police officers, police staff and PCSOs are trained to the required level of competence and qualifications. It has a number of advantages over previous training regimes. It provides consistency of training and skills across forces as well as assurance as to the quality of the training being delivered.

UNISON members are represented on the various College PEQF Boards that govern the programme and continue to input into the governance arrangements as the program develops and widens its scope to police staff roles.

Over the last 12 months the PCSO role has been the focus for police staff roles and the College has removed all the previous training resources that were available to forces and replaced them with the PEQF modules that form part of a nationally recognised qualification for our PCSO members. This is of benefit as the new qualification is at an academic level that is recognised outside of policing as well as just being relevant to the PCSO role.

UNISON has raised the following concerns with the College over the last year:

Firstly, not all employers have taken up the new routes for PCSO training. Police Regulations force Chief Constables to train their officers using the PEQF routes to obtain degree level qualifications. As Police Staff are employees however there is no legal mandate for the training to be delivered to College standards and Chief Constables are still free to train their staff however they wish. As with other governing bodies the College could chose to mandate the required qualifications and training for any particular role, but to date they have not done so. This means that there can be less investment in training in some staff than officers benefit from. This frustrates the attempt to get consistency and quality of education within the service.

Secondly, whilst more forces are now using the PEQF route for PCSO's, not all do so, and the uptake is limited by the fact some forces are not currently recruiting to the role. Once they do recruit again it is hoped that they too will use the PEQF route and UNISON will push for this where it is not being used.

Thirdly, UNISON is concerned that proposals from the College for the PCSO qualification route to double as a route into the police constable qualification, should not prejudice the PCSO qualification being valued in its own right.

Fourthly, UNISON wants to see the College devoting resources to police staff learning that are in line with the fact that police staff make up 40% of

the police workforce in England and Wales.

- **Citizens in Policing.**

The final version of the charter agreed between UNISON and the Citizens in Policing working party was published in August 2021.

It is imperative that we not only monitor new volunteer roles but also the existing ones to ensure they do not start to grow in remit and take on the work of paid staff. UNISON will continue to oppose any volunteer role where there is a threat to a paid staff members job, where the role replaces a redundant post or where the work carried out should form part of a paid job.

- **UNISON Learning Offer**

The College offered UNISON members the opportunity to enrol for free on an on-line training course for managerial and supervisory staff. We promoted this via branches in June 2022 and saw a good uptake of training places.

- **PCSO National Handbook Review**

UNISON provided a response to the College review of the PCSO National Handbook in January 2022.

- **Suicide Consensus**

On 7 February 2022 UNISON was a signatory to the National Police Wellbeing led Suicide Consensus which aims to support those working in policing to tackle suicide risks in the workforce.

1.3.1.2 National Police Chiefs' Council (NPCC)

- **Bilateral Meetings**

UNISON has continued 6 monthly bilateral meetings with the Chair of NPCC.

- **Consultative Committee**

UNISON continued to attend the NPCC consultative committee where the NPCC Chair meets with the staff associations and UNISON on a quarterly basis.

- **NPCC Health Safety & Welfare Strategic Working Group**

This group considers all matters within the Policing Health & Safety arena. The group meets periodically and as well as UNISON there is representation from the Police Federation from England & Wales, Scotland and PSNI, Superintendents Association, College of Policing, APHSA (Association of Police Health and Safety Advisers), OHNAPS (Occupational Health Nurse Advisors to the Police Service), ALAMA (Association of Local Authority Medical Advisors) and the National First Aid Forum.

Over the last 12 months there have been regular updates from stakeholders such as the National First Aid Forum & APHSA, but other topics discussed vary from meeting to meeting. Over the last 12 months agenda items have included the Police national response to Covid-19 (Op Talla) and the subsequent

monitoring/control as we emerge from lockdowns and the pandemic in general, Assessment of Recruits Mental Health, Monkeypox, Use of Naloxone by officers/staff, carrying injured persons in police vehicles to hospital, vehicle fleet issues, RIDDOR reporting and also discussing recommendations made at coroners' inquests which may have health & safety implications for the Police Service.

Meeting reports are fed back to the Police Staff Sector Committee for England and Wales.

- **Officer and Staff Safety Review**

UNISON has continued to work on the following strands of the NPCC Officer and Staff Safety Review:

- **Database on assaults:** we continued to work via the Police Covenant Board to deliver the same official national statistics for police staff as are published for police officers.
- **Operation Hampshire:** UNISON organised an on-line seminar with the Op Hampshire lead on 25 April 2022 to help raise awareness of the Op Hampshire resources available to forces.

This followed a UNISON on-line survey of members in March 2022 which revealed that 81% of respondents from 28 different forces were unaware of the existence of Operation Hampshire and didn't know that

support was available in their force should they ever be subjected to an assault at work.

- **Police Uplift Senior Advisory Group**

UNISON has continued to attend the NPCC Police Uplift Senior Advisory Group at which the NPCC Chair briefs the police trade unions and staff associations on the work of the Service in delivering on the Police Uplift Campaign.

We provided evidence where branches were able to provide it that uplift police officers are backfilling vacant or redundant police staff roles.

1.3.1.3 Home Office

- **Police Uplift Programme**

UNISON continued to attend the Police Uplift Stakeholder Forum.

UNISON has also continued to monitor the Home Office police workforce data to track changes in the police staff workforce. Although there has been a modest recovery of police staff numbers since 2016, this has tailed off in the last 12 months and PCSO numbers continue to fall.

In November 2021, UNISON made a submission to the National Audit Office Value for Money Audit of the Uplift Programme. We pointed out the danger that police officers are being used in some forces to backfill vacant or redundant police staff roles.

- **Police Covenant**

UNISON has a seat on the Police Covenant Oversight Board which has continued to meet over the last 12 months.

In November 2021 we attended a round table with the police minister to discuss how the Covenant could support families. We argued for financial support and better work-life balance for police staff.

In February 2022 UNISON put forward a nomination for one of the independent Board members, but to date there has been no response from the Home Office to the nominations.

- **Emergency Services Network (ESN)**

UNISON has a seat on the Home Office ESN Health and Safety Working Group. The ESN project continues to make little progress towards implementation and as such all forces are still using Airwave. A lot of work has been done in forces to establish the difference between the geographical signal coverage that is currently provided and that which will be needed operationally going forward. The initial program should have come online and been in use by 2019 and the date it will become operational continues to get pushed back. These delays come at a considerable cost to policing and is of concern to UNISON at a time of increased pressure on police budgets.

UNISON has worked with other representatives on the Home Office Working Group to ensure that any safety concerns relating to the use of the mobile devices are addressed. The working group have looked at concerns ranging from monitoring of exposure to constant mobile phone signals and Bluetooth radiation to ensuring adequate signal coverage, consistency of service to handset usability. So far, we are satisfied that there are no health and safety issues that are not being resolved.

Outside of this group UNISON remains concerned about the ongoing costs being incurred in the development of a system which seems to constantly be beset by technical issues and delays. The current infrastructure supplier has been working with forces to identify any areas where additional masts are required. This work is still ongoing and anyone with a mobile phone will know that signal coverage sometimes leaves a lot to be desired. It is worrying that emergency service communications will be reliant on the same 4g signals as the public currently find is lacking in some areas.

The Competitions and Markets Authority has launched an investigation into the implications of Motorola's involvement in both the Airwave and ESN systems.

In 2019 the National Audit Office produced a report which highlighted the delays and spiralling costs of ESN.

1.3.1.4 Skills for Justice

This year UNISON is sponsoring *Police Staff Member of the Year* and *Probation Staff Member of the Year* as part of the inaugural Skills for Justice Inspire Justice Awards which will be held in November 2020.

1.3.1.5 Celebrating 20 Years of Police Community Support Officers (PCSOs)

The SGE was successful in its bid to the Campaign Fund for £26,929 to support celebrations to commemorate 20 years since the creation of PCSOs.

A Westminster Parliamentary reception was held on 11 July 2022 at which Christina McAnea, Yvette Cooper, David Blunkett, Jo Stevens and Sarah Jones spoke to kick off our celebrations. A similar event was held on 14 July at the Senedd in Cardiff at which Jane Hutt, Minister for Social Justice spoke.

PCSO members were given a commemorative badge and anniversary booklet. The booklet was also sent to all MPs and all key police stakeholders. Welsh language versions were produced of all the materials.

Branches were encouraged to liaise with their forces to hold local celebratory events.

UNISON is due to host a joint NPCC/College of Policing/UNISON Conference and Awards Ceremony for PCSOs to be held on 9 November 2022. Planning for the event is currently underway with the invitation for

nominations sent out in early August 2022.

1.3.1.6 Meetings with Key Stakeholders

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

- Sarah Jones MP, Shadow Policing Minister: 6 October 2021, 1 February 2022
- Macdonald Neife, Vice-President NBPA: 2 February 2022
- Martin Hewitt, Chair, NPCC: 30 March 2022,

1.3.2 Probation Staff

1.3.2.1 Privatised Double Waking Night Cover Contract

In March 2022 we undertook a survey of our members who work in approved premises to get their views on the performance of the two private providers of double-waking night cover. The results of the survey showed widespread concern over the quality of the service provided and the ability of the contractors to fulfil their obligations.

The results were published and sent to the Director General for Probation in September 2022 with a request that the failing private contracts should not be renewed and brought back in house instead.

1.3.2.2 Her Majesty's Inspectorate of Probation (HMIP)

UNISON and our sister probation unions met with the Chief Inspector of Probation on 22 April 2022 to raise concerns over recent inspection reports and assumptions by the inspectorate over acceptable caseloads.

1.3.2.3 Probation Day

UNISON was involved in the planning for the second Probation Day which was held in August 2022.

1.3.2.6 Meetings with Key Stakeholders

UNISON and sister unions met bi-monthly with the Director General for Probation.

We also met with the following key probation stakeholders during the year:

- Justin Russell, Chief Inspector of Probation: 22 April 2022

1.3.3 Branch and Regional Visits

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

- Cymru/Wales Police and Justice Committee: 27 September 2021
- South-East Region Police and Justice Seminar: 29 November 2021
- Eastern Region Police and Justice Committee: 15 December 2021

- Merseyside Police Branch AGM: 7 March 2022
- Norfolk & Suffolk Police Branch AGM: 9 March 2022
- Cymru/Wales Police and Justice Seminar: 24 March 2022

1.4 Objective 4: developing an efficient and effective union

1.4.1 Police and Justice Service Group Budget

The Police and Justice Service Group was allocated £63,900 by the NEC to cover the cost of Service Group Executive and sector committee meetings and the administration of the Service Group at a national level. A further £28,350 was allocated for special projects.

1.4.2 Police Branch Legal Guide

No further progress has been made on the guide and follow up meetings are planned for September 2022.

1.4.3 Protocol with the Police Federation: Police Staff who are also Specials

Discussions took place with the Police Federation during 2022 over a draft protocol to regulate the relationship between UNISON and the Police Federation in relation to police staff members of UNISON who are also Police Federation special constable members.

1.4.4 Post Incident Procedures (PIP)

UNISON, in conjunction with the PFOA, have run two full courses and three re-accreditation courses since our last Police and Justice Conference. One further full, and one further re-accreditation, course are scheduled for later this year. A change to the submission of Stage 3 account documentation has been communicated to branches.

Section 2: National/Regional Reports

UNISON Scotland

The greatest challenge facing the Police Service of Scotland this year, and undoubtedly coming years, is severe underfunding in a political environment where police officer numbers are not protected by manifesto commitment but behind closed doors, in the corridors of Holyrood, the Chief Constable and his team are very much being held to account to maintain the long standing 17,234 minimum. It is an unsustainable position.

This comes at a time when police officers are exiting the organisation earlier than expected due to the outcome from the Fire Brigade Union's pension tribunal victory. For years the senior leadership have paid lip service to a strategic direction for the workforce that would see a rebalancing of our jobs. Now the reality has hit that warranted officers in corporate and staff jobs are needed to support operational, or parochially, "frontline" policing.

As the cost-of-living crisis escalates UNISON has actively pushed the Scottish Police Authority to provide a better pay offer to our members. The initial offer was a flat cash payment without any negotiation having taken place. Very quickly this position changed as the employer met with the Scottish Government in response to seeing the strike actions taking place across the country. They know we are serious, and the country is with us. An

improved pay offer is being put to our members; the staff associations that represent officers have already accepted their offer. We are preparing our members to take a stance for what is rightfully theirs, a fair recognition for the work they do.

The Scottish Government is also pushing for a four-day working week in public services, at no financial cost to the worker. Despite some reluctance, the employer must now look at the viability of this within policing in Scotland. We have to ensure this does not cause detriment for our members in any way.

The Police Staff Scotland activist base has thinned over the last few years. Added pressure at work makes scarce the time to volunteer to help others especially as we find ourselves often frustrated by an organisation that has lost its power and skills in management and HR resulting in prolonged and protracted casework that is as exhausting as a day's work. A forum has been set up to tackle the perennial issue of delayed and unsatisfied grievances in the organisation but has got off to a poor start with solutions being proposed and presented before anyone has actually worked through what the problems are. With the help of our newly appointed Regional Organiser and Learning Organiser we hope to be able to get the focus back on what UNISON can do for police staff members and encourage not only new membership but new activism.

UNISON Cymru / Wales

Welsh Police & Justice members are organised within four branches aligned to the four Police Forces. Recruitment and retention are monitored at branch committee meetings and at the Wales P&J Service Group Committee meetings. Recruitment and retention initiatives are discussed and shared. Across Wales, our Police Staff and Probation Service membership has grown.

Consistent application of the Police Staff Handbook continues to be a priority for the P&J Committee, with some significant success and improved terms for members. Our Probation representatives have been challenging the employer on Health and Safety matters, in respect of the increasing violence members face on a regular basis.

The P&J Committee arranged a successful event at the Welsh Parliament (Senedd) to celebrate 20 years of PCSO's including the additional funding provided by the Welsh Government. Our group of Welsh PCSO's heard from Jane Hutt, Minister for Social Justice and our own Ben Priestley. The P&J Committee also met with the Deputy Minister for Social Partnership, to discuss the social partnership bill currently working its way through the Senedd.

The P&J committee have created two sub committees, namely one for Police Staff and one for Probation. The aim is to ensure between P&J committee meetings, specific Police Staff and

Probation matters can be progressed, and the Service Group Committee meeting has more time to focus on strategic rather than operational matters.

Eastern Region

Membership across the regional police and justice branches at end of 2021 was 2753. All branches are recruiting new members, but some have seen a slight decline in numbers due to redundancy, retirement, resignations, or data cleansing. Probation membership was 232.

All branches took part in a variety of recruitment activities including ice-cream vans, coffee and cake sessions. Hertfordshire took advantage of a family day and recruitment evening and recruited new members.

All branches ensured that COVID regulations were adhered to, and PPE was provided for all police staff required to report to attend police premises. Branches adapted to new working practices and supporting members via online meetings.

All forces had welfare and wellbeing initiatives during the pandemic, providing food and drinks as well as regular visits from the wellbeing dogs.

Branches also provided welfare packs to members.

Most branches have seen staff moved to agile or permanent working from home contracts, after it was established that working from home during the pandemic did work and forces could free up estate with less staff in offices.

There was a mix of reducing or abolishing PCSO's across the region. Cambridgeshire ran a vigorous, textbook campaign in defence of their PCSO members to stop a 50% reduction but were unsuccessful.

Branches have either held, or are planning, events to celebrate the 20th Anniversary of the introduction of PCSO's. Senior officers have been involved and branches have given celebratory gifts.

All branches have experienced changes or attempted changes to shift patterns and working practices. Essex successfully stopped a 12-hour night shift being implemented. Bedfordshire finally reversed the decision to merge the call handling and crime recording roles in force control rooms. Resourcing into the control room is still a major issue across the region.

Work has been ongoing to merge Norfolk and Suffolk into one branch and the vesting date was 1st Jan 2022. The two branch committees have merged into one and posts now have a shared joint officer approach.

Hertfordshire Police with many other branches are in talks with the employer to implement the Anti-Racism Charter.

June 2021 saw the hard campaigned for reunification of the Probation Service. The Community Rehabilitation Companies (in our area Sodexo Justice Services) were disbanded and the CRCs and NPS finally became The Probation Service. It's been a long and arduous process and is still far from complete. The transfer has shown that it is much easier to break something than it is to put it back together. Reps have been extremely busy supporting

members throughout the process, and we remain a small but committed team. Membership has stayed stable and despite offices still being relatively sparsely populated they were able to recruit.

The new organisation has brought its own challenges. The Civil Service is riddled with bureaucracy and the expectation to attend meetings has increased dramatically, whilst at the same time there is a constant push against giving much needed facility time.

East Midlands Region

It's not been the best year for recruitment, but all branches have been doing a remarkable job in spite of the figures. Month on month all branches have successfully recruited but the leavers figures have produced negative results in the main.

Most Police branches have got nearly 100% recruitment on new intakes and probation have seemed to add one or two every week all year. Many events are planned for Frontline fortnight and no doubt getting out and about again could easily end up with the sector ending up in the green!

The standard of representation within the East Midland branches is very high. Branches are getting through a vast amount of work and cases. The wide-ranging type of cases facing Police branches especially is amazing. The cross over between Criminal and Employment issues and the failure of

some forces to separate Police officer /Police staff cases makes for very interesting but often frustrating issues.

Very few complaints are received and any that are received is because perhaps it was not possible to deliver what they wanted. Our members quite rightfully have been pleased that the branches have been there for them.

In the main there does not appear to be too many remaining issues around last year's transition back to one probation service. The East Midlands probation branch has got representatives on most, if not all local negotiating forums, H&S forums and specialist working groups which is very helpful for the members.

Of course, recently all Police branches have been celebrating 20 years of PCSOs. Locally we have been very well represented at a national level, with Nad Ikram and Tracey Burnett attending a Parliamentary Reception as part of the celebrations. Also, Nad, along with Delia Farren were poster stars for celebratory leaflets!

We will continue to talk to the Chiefs and PCCs to ensure the continuation and hopefully escalation of numbers of PCSOs.

It has been an extremely busy and intense amount of work undertaken within Lincolnshire Police branch following last year's announcement that the force was not renewing G4S's contracts with them. 14 out of the 16 contracts were successfully brought back in house and the custody and cleaning contracts were TUPE'd over. Custody is now with Mitie, with who we already have a working relationship in Leicestershire and Northamptonshire. Pay issues seem to crop up on a regular basis there and issues around

hospital watch have been difficult. We have good representatives in there which means the custody members are well looked after.

We are now embarking on another massive piece of work and negotiations in Lincolnshire as the force look to rationalise a raft of different legacy contracts.

We are looking forward to our 4th 24 Hour event which has been postponed from 2020. It will be held at Belton Woods Hotel. We are really looking forward to being face to face again, having some useful training/workshops and socialising again.

We continue to have our regional newsletter "Insight" produced by a very talented and helpful journalist on our behalf. The original idea was to leave the printed copies around as well as distributing them to members, but the electronic ones have been well received.

We have had a couple of changes within our branches. We welcome Nigel Wass as the second full-time officer at Lincolnshire Police and are saying goodbye to Craig Brown as Branch secretary of Northants (he's still around as a rep) and welcome to Steve Malthouse as Branch Secretary and to Natalie Harmston-Phillis as assistant Branch Secretary. I am absolutely certain that all will face any coming changes, issues and struggles with aplomb.

Northern Region

The Northern Region comprises 3 police branches, with our Probation Service members based in 2 branches

split between the north and south of the region. Our total membership is 1,894 police staff and 163 Probation Service members.

Recruitment has been relatively strong across the sector. There are still high levels of leavers in police, predominantly from staff who join police officer intakes, and new members are recruited at further inductions.

Inductions have now moved back to face to face, post-Covid, having previously been held via Teams, which was not as effective. Post Incident Procedures are used as a focus for recruitment of police staff.

Reviewing the period of this year to date, in comparison with the same period last year most branches have increased their membership.

Northumbria Police branch has successfully targeted PCSO members to increase the number of branch activists and is working closely with the force on the establishment of a PCSO network. The return of face-to-face inductions has seen the number of new joiners rise significantly, with the branch regularly recruiting 100% of police staff at inductions.

Durham Police recently announced 120 police staff posts to be lost over the next 3 years – all via natural wastage and leavers. The branch is monitoring the impact on remaining staff and services within the force. There will be no opportunities for VR and no redundancies.

The force is building a new central Investigative Hub which will centralise

CSI's, Prisoner Handling teams and Custody. There will be location moves for police staff in these roles, but the model should create greater resilience and address the staffing shortfall in custody in particular. The branch is fully involved in discussions around travel and mileage.

Cleveland branch have undertaken work to promote and advertise our Self Organised Groups, and engaged new activists to represent Young Members, LGBT+ and Women's. With existing active reps in Disabled and Black Members, the branch has a strong and representative committee. The branch invited Show Racism the Red Card to join the recent branch development day and discussed approaches to tackling racism.

Northumbria Police are going through a Job Evaluation exercise and have secured seats for 5 trained branch reps on the panels.

Issues have arisen in the Probation Service around staff with disabilities feeling unsupported and pressurised to return to work without appropriate adjustments. Our reps are working jointly with Napo on pushing the employer to provide more support on reasonable adjustments for staff. As a result of this, further training and support for new managers is being arranged.

The North East Probation region has retained the hub model, despite the Probation Service's move to Pods; and our reps are actively engaged in challenging issues arising from this. Several hubs are not felt to be fit for

purpose due to safety concerns, and this is being pushed jointly with Napo, both through the JCC framework and Health and Safety meetings.

There remains a crisis in staffing numbers across all roles and levels in the Probation Service which we are pushing regional senior leaders to address. This has not improved post-integration and has impacted on our ability to secure new facility time arrangements, which has taken far longer than expected. Agreement has been reached on an interim position for facility time until April 2023 with the caveat that this is reviewed and potentially increased early next year, in conjunction with the reduction and reallocation of caseloads.

The service undertook a review of Admin Staff which resulted in some workplace locations changing. Probation reps have been actively involved in supporting members with concerns and issues around the claiming of mileage.

Member engagement across the 3 police branches on this year's pay consultation was much higher than it had been previously, through the use of targeted social media and effective communications. The triggering of the re-opener clause presents a further opportunity to engage our members and highlight the cost of living crisis.

Cleveland Police Branch has successfully profiled Police Staff through events publicising the PCSO 20-year Celebration. Joint publicity with the Neighbourhood Policing Teams, supported by the local Chief Inspectors

and Superintendent, has demonstrated the value that PCSOs bring and cemented relations with uniformed officers in the force. UNISON has a strong presence in the force, supported by regular station visits and recent inclusion of the joint officer and staff PCSO 20 activity in the force internal publication, The Informant.

New reps and activists continue to grow in the police branches, with mentoring support from regional staff. Stewards' training has been delivered in partnership with the Branch Secretary in Northumbria Police branch, and a branch development day held to coordinate a collective branch plan in Cleveland Police branch.

Branches are maximising the use of social media for profile and engagement, together with regular email communications for our Probation members.

Our Probation reps continue to work closely with their Napo counterparts to maximise our collective strength across the regional PDUs in challenging issues in the Probation Service.

North West Region

The Police and Justice Service Group in the North West has been achieving net growth overall since the last report. All five police branches are engaged in recruiting new starters via induction events with their employers and the Probation and CAF/CASS Branch has seen increasing joiners in both sectors. Service group wide opportunities for

recruitment and organising continue to be identified and discussed via regular service group meetings.

North West police branches returned a higher percentage turnout this year in the digital pay consultation ballot by deploying various different methods for communicating with members, Branches shared ideas on the methods that worked best. There is still more to learn from this consultation exercise and ideas and experiences continue to be shared amongst branches.

Police branches continue to deal with collaboration between police forces in the North West Regional Organised Crime Unit (NWROCU) and in Counter Terrorism. 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 and pay parity is a big issue for members across the region. The service group have continued to work closely with Counter Terrorism Policing North West on a secondment agreement for police staff working in CT across the North West in order to try and address the issues with disparity in pay between the different forces. Consultation has now ended and police staff have agreed to second to Greater Manchester Police. Most members have seen an increase in their salary as their pay is brought in line with colleagues from Greater Manchester Police who are the lead force for CT in the North West.

Police branches continue to deal with the effects of austerity with forces still required to make savings in their

budgets which is even more impactful on our members as forces cannot touch police officer numbers due to the officer uplift. The reality will be that forces will end up replacing police staff with police officers, taking officers away from the streets where the public expect to see them.

Many members have been working from home where their role allows them to do so and going forward branches will be negotiating with Forces for them to adopt remote working policies as there are clearly benefits for members and employers in adopting this approach post Covid, including a marked reduction in sickness absence levels across the region. Also post Covid many Police forces in the North West are embarking on change programmes and catching up on case work, resulting in increases in workload for UNISON activists on collective and individual issues.

All probation members in the North West are in the NW Probation and Cafcass Branch which has seen a steady growth in membership since the reunification with UNISON reps continuing to attend all new starter inductions. 'Smart working' has been implemented post covid, where staff who are able to work 50% at home and 50% in the office. There continues to be opportunities for organising and recruitment with staff turnover and vacancies in some areas.

CAFCASS members are also supported by the Branch and this year have benefitted from extra regional resource with some Area Organiser time. The CAFCASS membership has

been mapped to correct workplaces across the country, more reps have been recruited, and each workplace now has at least one UNISON contact.

South East Region

The Region has five Police and Justice branches, with total line count membership of 5,065 in September 2021. Membership in the Service Group decreased by 0.2% during 2021 with nearly 700 new members joining but experienced a net decrease of 13 members. To date in 2022, membership is decreasing at a rate of -3.7%. Membership growth and recruitment had previously been increasing since 2018.

Issues reported as affecting members in policing are the impact of police staff budget cuts, declining morale, stress, staff recruitment and retention issues, pay and long-term job security against the challenging economic backdrop. Some believe we are entering a critical period for the whole policing service.

Sussex Police and Justice Branch report that members are worried about the cost of living, with energy prices set to increase. At the beginning of the year there was very much a feeling for members accepting the Police Staff Council pay offer. With pay talks reopened, members are suggesting a willingness to take industrial action.

Three of the region's police forces are on local pay bargaining arrangements. An agreement exists with Kent Police that police staff pay rises match those

of police officers. This resulted in the £1,900 pay-rise, equivalent to 10% for lowest paid staff. Surrey Police staff received a 3% rise in both pay and fixed unsocial hours allowances, along with increased on-call allowance and up-grading of B grade staff. Thames Valley Police members accepted a 3.5% pay increase from July 2022 and every member of staff received a one-off payment of £500 in August.

Kent Police have opened negotiations to remove the home-based working allowance (worth £26 a month) paid to 1,300 home-based workers. This is being resisted by the branch.

There are proposed internal police budget cuts of £7M in Kent Police, £17M in Surrey Police and £18M in Sussex Police. The impact of inflation on resources such as fuel and energy are increasing overall costs of delivering policing. Unlike for police officers, police staffing budgets are unprotected. Thames Valley Police and Hampshire Constabulary however saw a boost in their central funding to help support the delivery of the government's Beating Crime Plan.

Since 2009 it would appear that in percentage terms, reductions in PCSOs have decreased below the national average but this still equates to a loss of between 99 and 198 PCSOs within each of the police forces within the South East. Reductions up to March 2022 were as follows; Hampshire -35.5%; Kent -25.6%; Surrey -47.9%; Sussex -32.3% and Thames Valley -38.2%.

In December 2021 Kent Police announced the need to make significant savings and a reduction in police staff they employed. In the new year they announced a review of neighbourhood policing with an outcome that would employ far fewer PCSOs. Kent Police is now experiencing a PCSO shortage and high attrition rate, particularly with many in the area joining Border Force.

Due to budget challenges and the demands of the Police Uplift Programme, Surrey Police “temporarily” reduced the PCSO establishment from 118 to 96 for a period of 3 years through “natural attrition”. A high number of new PCSOs on the in-service apprenticeship scheme are leaving to become police officers and it looks likely that the Force will have to recruit to maintain its PCSO baseline. As a result of this initiative the morale of the entire PCSO cadre has depleted considerably.

Kent Police Branch actively promoted UNISON’s PCSO20 campaign, writing to MPs to highlight the local employer review and reminding chief officers of the importance of the PCSO role. Each PCSO member has been written to and provided with a campaign badge. UNISON Surrey Police steward, Chris Moyes was interviewed as part of UNISON’s national campaign, having been part of the first ever intake of PSCO’s.

Sussex Police are experiencing acute retention and recruitment issues, plus limited progression opportunities for police staff. Furthermore, staff are

facing increased workloads and stress levels. Members are experiencing difficulty in getting approval for flexible working requests, despite significant changes to the ways in which people are working. There is an increasing divide between those who can work remotely and flexibly and those who need to attend a set place of work.

In addition to these issues, Sussex Police took the decision to increase the South East Allowance for police officers to £2,000 per year in order to avoid penalties for missing the government’s police officer recruitment target. However, the impact will be that they will cut more police staff jobs whilst paying officers an extra £500.

Within the Probation Service understaffing, staff recruitment issues, low pay, high caseloads and stress are common themes.

At least two claims were pursued through ACAS Early Conciliation in relation to a historical pay issue affecting Probation Service staff. UNISON believes they suffered potential financial losses in relation to a contractual term relating to a payment of the first pay increment. UNISON branches, regional and UNISON Centre utilised a range of communication methods in order to identify potential claimants.

The regional Service Group Committee held an online webinar in 2021 and an AGM plus two committee meetings during 2022. The webinar topics included mental health and stress in the workplace and the impact of budget

and staff cuts, plus explanation of the debate between trans-exclusionary radical feminist and transgender communities and guidance on pronoun preference.

South West Region

Membership is holding steady in the Region, however due to the push to take on the 20% uplift on police officers, police staff roles are not being recruited. A lot of police officer recruitment is coming from police staff ranks, so membership is falling slightly. We have also started to see the cost of living crisis impact on staff and their UNISON membership is the first thing to be sacrificed. Forces in our region are looking to what they can do to aid the resilience and wellbeing of their staff with different schemes such as food vouchers, financial webinars and more signposting to the support and grants offered by 'There for You'.

The regional Probation Branch has maintained its membership this year.

The region continued with its opposition to any volunteer PCSOs posts, however, we will be seeing the first of the Volunteer PCSOs arriving in Gloucestershire in December after much bargaining as to what their role would entail and it having the least amount of impact on serving PCSOs.

Celebrations were held across the region to celebrate PCSO20 as it is 20 years since the PCSOs joined our ranks, and thanks was given for all they have done in that time to enhance community policing.

The regional Probation Branch have established new and effective local arrangements for meeting with the employer to resolve issues. Local issues have been around workplace stress, return to offices, and covid safe practices.

As we come out of lockdown, more and more meetings are becoming face to face. There is no detriment to this, other than the time for travelling, which needs to be built into the meeting time. It is anticipated that AGMs going forward will be in person, with the options of a dial in for the many home workers we now have.

Last year we had Mental Health Champion training, which was very interesting. This year we will be having training on racism and the race protocol.

The regional Probation branch has established a protocol for handling cases using Caseweb.

West Midlands Region

Branches continue to recruit strongly, and we are on course to have a net gain of members by the end of the year. Activists have appreciated the relaxing of Covid restrictions making it easier to get out and talk to our members and potential members. Across the sector new ways of recruiting have been embraced such as using the QR codes circulated by UNISON Centre and having a presence at employer-organised, staff wellbeing events.

Branch activists continue to work hard to ensure that members' voices are heard and pay, terms, and conditions are improved. This has been reflected in the work done to improve pay and grading structures within employers with particular reference to the lowest-paid staff.

A Challenging Racism course was organised specifically for representatives from Police and Probation branches in the Region. All branches are now refining and implementing the Action Plans devised as part of this course.

The Police Branches within the Region have all celebrated the 20th Anniversary of PCSOs with their PCSO members and used this celebration to raise with their employers and local politicians the importance of this role and impact of many years of cuts to PCSO numbers.

Branch Officers and administrators worked tirelessly to encourage member participation in the consultative ballot over the Police Staff Pay Offer. At the time of writing, Probation Pay talks were still ongoing with Branch Officers ensuring that members are kept informed of the situation.

Branches have challenged their employers over issues such as the replacement of police staff with police officers and staffing levels in key areas of the Probation Service.

The regional Police and Justice Committee continues to meet regularly and to build links between branches allowing activists to share experiences

and best practice and to allow for planning joint activities for the year.

All branches have ensured that those reps needing to complete their ERA Refresher training will have undertaken these courses by the end of the year.

Yorkshire & Humberside Region

Yorkshire and Humberside Region is holding steady with recruitment. All branches try very hard in terms of recruitment and retention of members.

Further recruitment events are planned throughout the next year across branches for both members and activists. Several successful PCSO birthday events have been held across the region which our members welcomed.

It has been difficult in recent times for branches in terms of regional support as organisers have been moved around. This has been rectified regionally and they all have the support they need.

At the time of writing branches are waiting to hear about how the re-opened pay talks are going. Branches are getting ballot ready.

The branches across the region work very closely together. The branch secretaries meet regularly, and they have a "what's app" group in which they discuss localised issues across the forces.

The very hot weather has brought challenges to the branches this year

and branches have worked effectively with employers to protect our members, especially those working outside.

Two branches have gone through some significant changes in leadership and are working hard to improve their branches with extensive training and development plans for reps.

One branch held an indicative ballot with regards to significant changes to the help desks and shift allowances. Members voted unanimously to take action should they need to.

At the time of writing, probation are balloting on the 3-year pay offer after the employer made a full and final offer.

Probation is constantly inundated with consultations from the wider Ministry of Justice. They are currently engaged in the smarter working policy and counter corruption policy to name but two.

Probation have asked repeatedly that these consultations pause while we engage with pay negotiations and the harmonisation and secondary transfer work and that ownership of the consultations is via the JNC. This is currently to no avail with consultations coming from all departments.

A continued thank-you goes to all the activists that continue to go the extra mile for members.

Section 3: Action on 2021 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.

Motion 1: Police Staff Council Pay and Reward Review Part 2

- PSC Trade Union Side has continued to make the case for pay reform for police staff across England and Wales
 - National officer has worked with branches and regions in relation to force job evaluation and pay and grading reviews
-

Motion 2: End all Outsourcing in Probation Services

- Provided advice and guidance to members in outsourced probation providers post 26 June 2021
 - Raised concerns over the failings of outsourced housing advice contracts in August 2022
 - Surveyed members in approved premises over double waking night cover failures and sent results to the Probation Director General
-

Motion 3: Improving Post Sentence Supervision

- Motion withdrawn
-

Motion 4: Gross Misconduct Investigations and the Use of Evidence Obtained in Criminal Investigations

- Motion fell
-

Motion 5: Vetting Fairness in the Probation Service

- Action pending
-

Motion 6: Job Evaluation and Pay and Grading

- Action pending
-

Motion 7: Enhanced (Time Off In Lieu) TOIL Parity with Officers

- Claim for parity of enhanced TOIL submitted at PSC Pay and Reward Working Party on 2 August 2022
-

Motion 8: A Flexible Working Policy for the National Probation Service

- Motion withdrawn
-

Motion 9: Homeworking as a Reasonable Adjustment in Post-COVID Police and Justice Workplaces

- Action pending
-

Motion 10: Accessing Reasonable Adjustments During COVID-19

- Action pending
-

Motion 11: Facility Time in the National Probation Service

- 4 X FTE full time release arrangements (mixture of facility time and project time) agreed with Probation Service in 2022
 - Additional day release negotiated for particular projects
-

Motion 12: Body Worn Video - The Right Equipment for the Job

- Member on-line survey sent out w/c 18 April 2022
-

Motion 13: Operation Hampshire

- Branch survey sent out February 2022
 - Branch seminar held on 26 April 2022 in association with Operation Hampshire lead
-

Motion 14: Flint House – Police Rehabilitation

- Motion withdrawn
-

Motion 15: Addressing Inequality for Police Support Staff Post Covid-19

- Motion fell
-

Motion 16: Mental Health: A Trade Union Issue

- Motion fell
-

Motion 17: Recruiting, supporting and developing young activists across the Police and Justice service group

- Action pending
-

Motion 18: Police and Justice Pay Consultation Procedures

- Digital ballot held for police staff pay offer 2021/22 in April 2022
 - Digital ballots held for probation staff three year pay offer and harmonisation offer in September 2022
-

Motion 19: UNISON Probation Structures

Inaugural meeting of new Probation Service Sector Committee held on 24 February 2022

Motion 20: Raising the Profile of Police Staff

- Campaign films completed in April 2022
-

Motion 21: Officer Uplift Programme and the Impact on Police Staff

- See action for motion 20
 - National officer has worked with branches which have identified backfilling of police staff roles by police officers to raise concern with NPCC
-

Motion 22: 100% Public Sector Probation Service

- Survey of approved premises members over performance of private sector waking night cover contracts – March 2022
 - Publication of results and letter to Director General for Probation asking for waking night cover to be insourced – September 2022
-

Motion 23: In Detention – Time for an Update

- Action pending
-

Motion 24: Non-Binary Uniforms

- Action pending
-

Motion 25: LGBT+ Workers Health and Well Being

- Action pending
-

Motion 26: Police Staff Long Service Recognition

- Registered UNISON claim for a police staff long service medal at Home Office Police Honours, Awards & Memorials Meeting on 19 January 2022
 - Registered claim for medal at Police Staff Council on 21 July 2020
 - Letter to Chair of NPCC sent on 19 May 2022 seeking NPCC support for medal.
-

Emergency Motion 1:

- Ruled Out of Order
-

Emergency Motion 2: Pay! Fair reward for Police & Justice members

- 17-month police staff pay offer for 2021 and 2022 accepted by members to provide more money during the pay freeze year

- Re-opener clause triggered in July 2022
-

Emergency Motion 3:

- Motion Withdrawn
-

Emergency Motion 4: Let Sarah's murder be the catalyst

- UNISON representation on NPCC Sexual Harassment Working Party
-

Emergency Motion 5: Opposing the Pay Freeze for Police Staff

- See action for emergency motion 2
-

Emergency Motion 6:

Motion Withdrawn

Emergency Motion 7: Transphobia in Policing

- Action pending
-

Emergency Motion 8: Resolutions: Not in Our Name

- Terms of motion communicated to NEC.

Section 4: Appendices

Appendix A

Composition of the Police and Justice Service Group Executive (July 2022)

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

Police Staff Regional Representatives

Eastern	Mark Trask	General Seat
	Annie Powell	Female Seat
East Midlands	Paul Gurney	General Seat
	Lesley Panton	Female Seat
Northern	Roy Collins	General Seat
	Julie Binks	Female Seat
North West	James Tattersall	General Seat
	Joanne Moorcroft	Female Seat
Scotland	<i>Vacancy</i>	General Seat
	<i>Vacancy</i>	Female Seat
South East	Pete Burns	General Seat
	Kathy Symonds	Female Seat
South West	Cliff Fuller	General Seat
	Debi Potter	Female Seat
Cymru/Wales	Phil Williams	General Seat
	Joanne Everson	Female Seat
West Midlands	Jill Harrison	General Seat
	Alison Sims	Female Seat
Yorkshire & Humberside	<i>Vacancy</i>	General Seat
	Emma Schofield	Female Seat
NEC members	Chris Hanrahan	General Seat
	Maureen Le Marinel	Female Seat

Police Staff Council (Scotland)

Sector Committee Chair David Malcolm

Probation Service Sector Committee

Neil Richardson	General Seat
Phill Taylor	General Seat
Zoe Todd	Female Seat
<i>Vacancies</i>	2 Female Seats

Cafcass Sector Committee *Vacancies* General & Female Seat

Appendix B

Sector Committee Membership

Police Staff Council (England & Wales) Sector Committee

Eastern	Mark Trask Hannah Ellis
East Midlands	Chris Hanrahan Debbie Parker
Northern	Roy Collins Enid Gardner
North West	Anne McIntyre Maureen Le Marinel
South East	Pete Burns Kathy Symonds
South West	Cliff Fuller Debi Potter
Cymru/Wales	James Coslett Elizabeth Mitchell
West Midlands	Jill Harrison Rob Birch
Yorkshire/Humberside	Tony Green Emma Schofield

Probation Service Sector Committee

Eastern	Frank Radcliffe Elisa Vasquez-Walters
East Midlands	Sarah Jones Phil Leech
Greater London	Gary Moses Fiona Ferguson
Northern	Stephen Monsarratt Lee Middlemass
North West	Zoe Todd Phill Taylor
South East	Christine Brand Ian Craig
South West	Wendy Stuart Mavis Palmer
Cymru/Wales	Steve Allender Liz Butler

West Midlands

Jennifer Hayes

Steve Cowley

Yorkshire & Humberside

Farzana Naheed

Neil Richardson

National CAF/CASS Sector Committee

Penny Forman

Lynsey Robertson

Jane Dodds

Estelle Tilley

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
David Malcolm
Margaret Gilmurray
Donnie Taylor

Probation Service Joint Negotiating Committee

- **Trade Union Side**
Neil Richardson
Elisa Vasquez-Walters

Probation Service JNC Pay & Reward Sub-Committee

- **Trade Union Side**
Neil Richardson
Elisa Vasquez-Walters

Appendix D

Representation by Service Group Executive Members/Staff on Internal Bodies

Appointment to:	Current representatives and substitutes
Service Group Liaison Committee	Debi Potter / Mark Trask
UNISON National Health & Safety Committee	Phil Williams
UNISON Self-Organised Groups Liaison :	
Black members	Mark Trask
LGBT members	Paul Gurney
Women members	Alison Sims
Disabled members	Debi Potter
Young members	Joanne Moorcroft
Rule I Appeals Panel	Debi Potter, Mark Trask

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

Appointment to:	Current representative/substitute
Police Advisory Board	Debi Potter/ Chris Hanrahan
IOPC Trade Union and Staff Association Liaison Committee	Debi Potter/Mark Trask
College of Policing:	
Professional Committee	Debi Potter
PEQF Board	Rob Birch
Diversity, Equality & Inclusion Co-ordination Committee	Debi Potter
College Regulatory Consultative Group	Chris Hanrahan
Professional Development & Progression Board	Debi Potter

Appointment to:**Current representative/substitute****National Police Chiefs Council**

National Policing Professional Standards & Ethics Group	Debi Potter / Tony Green
Consultative Committee	Debi Potter
Workforce Data Group	Enid Gardiner/Roy Collins
National Policing H & S Working Group	Enid Gardiner/ Roy Collins
National Race, Belief and Religion Advisory Group	Debi Potter
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
Citizens in Policing	Rob Birch
Initial Entry Routes Working Group	Rob Birch
Apprenticeships Trailblazer Group	Rob Birch
BME Women in Policing	Debi Potter
Gender Working Group	Debi Potter
Maternity Working Group	Debi Potter
Joint Consultation Committee	Debi Potter
Operation Hampshire	Mark Trask

Diversity Support Organisations

Disabled Police Association Board	Debi Potter
National Police LGBT Network	Liz Mitchell
National Black Police Association	Debi Potter
British Association for Women in Policing	Kathy Symonds

Representation of Probation Sector Committee members on Probation Service Committees etc

Joint Negotiating Committee	Neil Richardson & Elisa Vasquez-Walters
Pay and Reward Sub-Committee	Jenny Martin/Neil Richardson
HR Sub-Committee	Elisa Vasquez-Walters
Business As Usual Pay Meeting	Elisa Vasquez-Walters
Health and Safety Committee	Stephen Monsarratt & Christine Brand/Lee Middlemass
Approved Premises Sub-Committee	Jennifer Haye & Stephen Monsarratt
Approved Premises Pay Working Party	Jennifer Haye & Stephen Monsarratt

Equalities and Diversity Sub-Committee	Jenny Martin/Elisa Vasquez-Walters/Wendy Stuart/Farzana Naheed
NPS Trade Union Forum (disbanded)	Jenny Martin & Steve Buckley
Probation Programme Consultative Forum	Jenny Martin & Neil Richardson/Elisa Vasquez-Walters
Probation Programme Consultative Forum Sub-Committee	Neil Richardson & Elisa Vasquez-Walters
Courts Working Party	Frank Radcliffe
Victims	Wendy Stuart
Offender Management in Custody	Steve Allender
Interventions	Phill Taylor
Unpaid Work	Ian Craig
Workload Measurement Tool	Lee Middlemass

Appendix E

Police and Justice SGE Attendance Record 2021- 22						
1 = attended A = apologies received N/A = not eligible to attend 0 = non attendance/apologies not recorded						
			2021	2022		
Members		Basis of Representation	2 Dec 21	1 Mar 22	3 May 22	19-20 Jul 22
Brown	Craig	East Midlands	1	1	1	N/A
Burns	Pete	South East	N/A	N/A	N/A	1
Collins	Roy	Northern	1	1	1	1
Everson	Joanne	Cymru/Wales	1	1	1	1
Green	Tony	Yorkshire & Humberside	A	A	1	N/A
Gurney	Paul	East Midlands	N/A	N/A	N/A	1
Fuller	Cliff	South West	N/A	N/A	N/A	1
Hanrahan	Chris	NEC Service Group Rep	1	1	A	1
Harrison	Jill	West Midlands	1	1	1	A
Le Marinel	Maureen	NEC Service Group Rep	1	1	1	1
Malcolm	David	Chair, Police Staff Scotland Sector Committee	1	1	1	A
Martin	Jenny	NPS Committee Chair	1	1	N/A	N/A
Middlemass	Lee	CRC Sector Committee	1	1	1	N/A
Moorcroft	Joanne	North West	1	1	A	1
Panton	Lesley	East Midlands	N/A	N/A	N/A	1
Potter	Debi	South West	1	1	1	1
Powell	Annie	Eastern	1	1	1	1
Richardson	Neil	Probation Service Sector Committee	1	1	1	1
Schofield	Emma	Yorkshire & Humberside	A	A	1	1
Sims	Alison	West Midlands	1	1	1	1
Symonds	Kathy	South East	1	1	1	1
Tattersall	James	North West	1	1	1	1
Taylor	Phill	Probation Service Sector Committee	N/A	N/A	N/A	1
Todd	Zoe	Probation Service Sector Committee	N/A	N/A	N/A	A
Trask	Mark	Eastern	1	1	1	1
Vasquez-Walters	Elisa	CRC Sector Committee	1	1	1	N/A
Williams	Phil	Cymru/Wales	1	1	1	1

Appendix F

Service Group Meetings / Negotiating Meetings

Police & Justice Service Group Executive

2 December 2021
1 March 2022
3 May 2022
19-20 July 2022

Police Staff Sector Committee (England & Wales)

17 November 2021
1 February 2022
25 February 2022 (Special Meeting)
4 May 2022 (Special Meeting)
7 June 2022
25 July 2022 (Special Meeting)
18 August 2022 (Special Meeting)

Police Staff Council (England and Wales)

10 November 2021
3 February 2022
21 April 2022
12 July 2022

Police Staff Scotland JNCC

21 October 2021
18 November 2021
16 December 2021
13 January 2022
10 February 2022
10 March 2022
7 April 2022
5 May 2022
2 June 2022
30 June 2022
28 July 2022
25 August 2022

Probation Service Sector Committee

25 November 2021
24 February 2022
19 May 2022
7 June 2022 (Special Meeting)
3 August 2022 (Special Meeting)

Probation Service Joint Negotiating Committee

8 September 2021
10 November 2021
2 February 2022
26 April 2022
17 August 2022

Appendix G

Service Group Circulars – October 2021- August 2022

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

Circular No.	Title	Date Sent
POL/01/2022	CIP Trade Unions Charter	19 January
POL/02/2022	PCSO20 Campaign	20 May
POL/03/2022	Pay and Grading May 22	20 May
POL/04/2022	PCSO20 Campaign update	17 June

Police Staff Council Trade Union Side Circulars

		Date Sent
PSC T U Side 05/21	Pay Bulletin	18 November
PSC T U Side 06/21	Pay Bulletin	20 December
PSC T U Side 01/22	Pay Bulletin	8 February
PSC T U Side 04/22	Pay Bulletin	20 July
PSC T U Side 05/22	Pay Bulletin	5 August

Police Staff Council Joint Circulars

		Date Sent
Joint Circular 119	PSC Handbook update	20 November
Joint Circular 120	Apprenticeships	7 February
Joint Circular 121	Christmas & New Year Bank Holiday Working	20 September
Joint Circular 122	Queen's Platinum Jubilee	15 December
Joint Circular 123	PSC Pay Award 2021 FINAL	6 May
Joint Circular 124	Handbook Update	9 June

UNISON Police Staff Bulletins

		Date Sent
Police Staff Pay Bulletin	1	29 March
Police Staff Pay Bulletin	2	5 April
Police Staff Pay Bulletin	3	25 April
Police Staff Pay Bulletin	4	6 May
Police Staff News 1 – PCSO20		17 May

UNISON Probation Bulletins

Title		Date Sent
UNISON Probation Service Update #5		26 November
UNISON Probation Service Update #6		6 December
UNISON Probation Service Update #7		17 December
UNISON Probation Service Update #1		21 January
UNISON Probation Service Update #2		4 February
UNISON Probation Service Update #3		15 February
UNISON Probation Service Update #4		21 February

UNISON Probation Service Update #5	23 February
UNISON Probation Service Update #6	7 March
UNISON Probation Service Update #7	27 May
UNISON Probation Service Update #8	8 June
UNISON Probation Service Update #9	28 July
UNISON Probation Service Update #10	5 August
UNISON Probation Service Update #11	24 August
UNISON Probation Service Update #12	30 August
UNISON Probation Service Update #13	2 September

UNISON/Napo/GMB-SCOOP Joint T U Circulars/Letters

Circular No.	Title	
JTU27-21	Members' Solidarity Brings Employer Back to Pay Negotiations	11 November
JTU28-21	Letter to Francis Stuart – MoJ Policies 1	6 December
JTU29-21	Letter to Sonya Flynn re Industrial Relations	6 December
JTU30-21	Letter to Amy Rees – Omicron Dec21	14 December
JTU01-22	Letter to Francis Stuart FDA 1	12 January
JTU02-22	Letter to Ian Barrow JEXU 1	26 January
JTU03-22	Letter to Ian Barrow – Increment Dispute 4	9 February
JTU04-22	Letter to Ian Barrow – Overtime 1	17 February
JTU06-22	Report from Joint Trade Union Pay Meeting	24 February
JTU07-22	Letter to Ian Barrow – Increment Dispute 5	22 March
JTU08-22	Probation Service Pay Claim 2022	5 May
JTU09-22	Pay Negotiations Update	8 July
JTU10-22	Letter to Secretary of State for Justice re Single Intervention	28 July
JTU11-22	UPW Minibuses	10 August

UNISON e-communications

E-comm	Title	Date Sent
E59-2021	WARMS data cleansing Police Branches	12.10.2021
E60-2021	WARMS data cleansing Probation Branches	12.10.2021
E61-2021	Probation JE Priority 1 JD JDQ consultation	15.10.2021
E62-2021	Consultation on Use of CCTV in Probation	28.10.2021
E63-2021	Consultation on London Weighting in Probation	28.10.2021
E64-2021	WMT Workshop invitation	28.10.2021
E65-2021	PSC TU Side Pay Bulletin 5 2021	02.11.2021
E66-2021	PSC Joint Circular 119 - Updates to PSC Handbook	10.11.2021
E67-2021	Probation Facility Time	12.11.2021
E68-2021	Branch Survey - Police Uplift Programme	26.11.2021
E69-2021	Advice for Probation Service New Joiners	15.12.2021
E70-2021	PSC TU Side Pay Bulletin 6 2021	21.12.2021
E01-2022	CRC Parent Company Recruitment Flyer	06.01.2022
E02-2022	National PCSO Handbook	10.01.2022
E03-2022	Police Contracts December 2021	14.01.2022
E04-2022	Police Staff Pay Ballot Questionnaire	22.02.2022
E05-2022	Probation Service receptionist JD and JDQ consultation	02.03.2022

E06-2022	Probation Service E3 Pay Protection Review Letters	21.03.2022
E07-2022	Operation Hampshire Survey	08.03.2022
E08-2022	Police Staff Pay Ballot Questionnaire reminder	08.03.2022
E09-2022	Operation Hampshire Survey reminder	23.03.2022
E10-2022	AP Double Waking Nights Cover Survey	5.03.2022
E11-2022	Operation Hampshire Members Meeting invitation	01.04.2022
E12-2022	Pay Consultation Information for Members	05.04.2022
E13-2022	Police Staff Body Worn Video survey	21.04.2022
E14-2022	Police Staff Pay Ballot - Individual Branch turnout figures	21.04.2022
E15-2022	Request for Info (Probation) Senior Attendance Centre Police Staff Pay Ballot - Individual Branch turnout figures	22.04.2022
E16-2022	update	26.04.2022
E17-2022	Operation Hampshire Members Meeting invitation reminder	26.04.2022
E18-2022	College of Policing - Human Leadership Course offer	05.05.2022
E19-2022	Counter Terrorism Staff Membership	10.05.2022
E20-2022	Info Request - Annual Leave Carry Over due to Sickness	17.05.2022
E21-2022	Revised PCSO Handbook	18.05.2022
E22-2022	Conference Bulletin and Timetable	20.05.2022
E23-2022	Police Maternity Leave - OU Research	06.06.2022
E24-2022	PSC Joint Circular 124 - Handbook Update	09.06.2022
E25-2022	Not assigned	
E26-2022	Skills for Justice Awards	
E27-2022	Not assigned	
E28-2022	Human Leadership Course Update	05.07.2022
E29-2022	Amendment: New Link to Human Leadership Course	08.07.2022
E30-2022	Police Staff Know Your Rights UNISON's National Private Contractor Seminar - 5-6	15.07.2022
E31-2022	November 2022 PCSO 20 Year Anniversary Conference and Awards	27.07.2022
E32-2022	Ceremony - 9 November 2022	28.07.2022
E33-2022	Spare PCSO20 Badges Important Update - PCSO 20 Year Anniversary Conference	05.08.2022
E34-2022	- nominations	24.08.2022
E35-2022	Probation Pay Ballot information	01.09.2022

Appendix H

Service Group Staff

- **National**

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

- **Regional Heads of Police & Justice (August 2022)**

Eastern	Cathrine Ward
East Midlands	Rachel Hancorn
Northern	Helen Metcalf
North West	Sue Glithero
Scotland	Deborah Clarke
South East	James Smith
South West	Jayne Jackson
Cymru/Wales	Simon Dunn
West Midlands	Laura House
Yorkshire & Humberside	Natalie Ratcliffe