

NEWS UPDATE

APRIL 2009 | A MONTHLY DIGEST FOR PROBATION BOARDS AND TRUSTS

TRUST LATEST: NOMS CONSIDERS FLEXIBILITIES REPORT AS PA OFFERS MEMBERS AN LDU STUDY DAY

The PA sponsored trust flexibilities report has been sent to all members. This was written by procurement, contracts and commissioning expert Ian Clarke.

The report was very well received by the trust programme board at its February meeting.

NOMS is committed to considering all the options in the report and will not be rejecting any out of hand. Detailed proposals will be discussed at the April programme board.

I have raised concerns in the programme board about aspects of the trust application process.

Areas generally want to become trusts, but the

timescale and demands of the process are causing some concern.

The programme board has reiterated its desire to work collaboratively with the PA to achieve successful trust applications and sees this as critical to the success of the programme. I warmly welcome this shared approach.

The April PA council meeting was devoted to a discussion about the trust process, giving members the chance to discuss all the issues fully.

An analysis of applications to date would suggest that a common theme is uncertainty as to how best to respond to the advantages of the Local Delivery Unit structure.

If any Boards/Trusts would like the Probation Association



Christine Lawrie

to develop a study day for them on Local Delivery Units, please let me know by contacting me on 020 308 7930 or at clawrie@probationassociation.co.uk.

GTR MANCHESTER AND LANCASHIRE SHARE LEARNING

The Probation Association has facilitated two workshops, hosted respectively by the Greater Manchester and Lancashire boards, who both became second generation trusts on 1 April.

They described how they had put their applications together and spoke about their experiences of attending the interview panel. This enabled representatives from other Areas to gain an insight into how the

process works and provided ideas for their own applications.

However, Greater Manchester and Lancashire pointed out that applications have to be tailored to reflect individual Areas' local circumstances and aspirations for trust status.

There was a tremendous response to these workshops, with most Areas sending a representative. Around 50 people attended across both events.

MODERNISATION JOINT GROUPS AGREE WAY FORWARD

The way of working for the Modernisation Joint Working Groups of the National Negotiating Council for the Probation Service (NNC) and their terms of reference have been agreed by the Probation Association, NOMS and the trade unions.

In the spirit of joint working, all parties to the three groups will be able to put forward matters for discussion.

The three joint groups (representing the employers, NOMS and the recognised trade unions) are:

- *Pay Progression and Pay Structures Group*
This group will cover Pay Progression and Pay Structure issues.
- *Working Arrangements Group*
This group will cover the Harmonisation of Working Hours, Flexible Working and the Workload and Capacities Model.

- *2006 Agreement: Outstanding Issues*
This group will cover Equality Impact and Proofing, Consistency Checking and the Knowledge and Skills Framework.

There is a recognition that there may be issues that neither side may find acceptable. It will be the task of the NNC to consider these matters, on completion of the reports by the joint working groups, and decide on the appropriate way forward.

The groups have the aim of delivering their reports no later than 31 August 2009.

These will be presented to the NNC in September 2009.

The NNC will decide how best to progress these issues with the aim of implementing changes on and from 1 April 2010.

The work will consist of programmes led by the three groups, who will seek to arrange meetings around the same dates so as to maximise efficiency.

OFFICE DIARY

8 April	<i>Employment Relations, Pay and Policies Manager:</i> Public Sector Employers' Forum
15 April	<i>Governance Services Manager:</i> Probation Qualification Framework (PQF) meeting
16 April	<i>Employment Relations, Pay and Policies Manager:</i> NNC Approved Premises Working Group
20 April	<i>Employment Relations, Pay and Policies Manager and Human Resources Manager:</i> Trust Chief Executive and human resources workshop
23 April	<i>Chair, Chief Executive and Employment Relations, Pay and Policies Manager:</i> Full NNC meeting
27 April	<i>PR and Communications Manager:</i> Local Crime: Community Sentence (LCCS) local co-ordinators' meeting
28 April	<i>Employment Relations, Pay and Policies Manager:</i> NNC Employers' Negotiating Strategy meeting <i>PR and Communications Manager:</i> National LCCS Steering Group meeting
29 April	<i>Chief Executive:</i> Probation Trust Programme Board meeting <i>Employment Relations, Pay and Policies Manager:</i> Standing Committee for Probation Chief Officer Grades (SCCOG) Modernisation Joint Working Group <i>Governance Services Manager:</i> National Probation Service Information Communications Technology Board meeting
30 April	<i>Employment Relations, Pay and Policies Manager:</i> NNC Modernisation Joint Working Group

WELSH MEMBERS DISCUSS FUTURE

Wales members came together on 26 March in Llandrindod Wells to contribute to a future vision for Welsh probation. Delegates' work on the vision was informed by inputs from the the NOMS Cymru Better Together project (led by Wales DOM, Yvonne Thomas) and Mark James, Chief Executive of Carmarthenshire County Council.

