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## The fight in the Lords

**The Offender Management Bill received a majority of 25 at Third Reading in the Commons on 28 February. The majority was higher than expected by all parties and commentators. There were few supportive comments on the Government's position during the Committee and Report stages of the Bill, although a number of MPs believed that concessions made by John Reid were enough to secure either their vote or an abstention.**

24 rebel Labour MPs joined the Conservatives, Liberal Democrats and

Nationalists in the Noes Lobby. Many Labour MPs were put under tremendous pressure to vote with the Government or felt the concessions were good enough.

### Next Steps

The Bill will be introduced into the Lords after Easter. Napo will provide briefing material for Second Reading and has already discussed a number of amendments with cross-bench peers. These are likely to include the exclusion of certain probation tasks from the Bill, local accountability and commissioning, a duty to ensure

that agencies work in partnership, and a responsibility on all providers of probation services to address training and diversity issues properly.

Napo has also made appointments to see the relevant peers from the Liberal Democrat, Labour and Conservative Parties and it does look as if the amendments have a good chance of being passed. In that event there will be further battles in the Commons.

**Harry Fletcher**

## Probation celebrates 100 years of changing lives

**The Offender Management Bill is now in the Lords awaiting its Second Reading on 17 April. It will face a rough ride there from Peers.**

Lord Ramsbotham, a stalwart supporter of Probation, hosted a reception for Napo and the PBA on 20 March in the House of Lords to celebrate Probation's centenary year. The majority of the 200 guests were retired members of the Service and the PBA, together with practitioners, parliamentarians, academics, and campaigners with a longstanding involvement with Probation.

Opening the event, Lord Ramsbotham (right) was applauded loudly when he said: 'Here we are now with some people thinking the Sword of Damocles is hanging over the Probation Service. I like to think this is not true, and not proven, not least because starting on the 17th of next month, those of us in this House will be doing all we can to resist some of the things that are being proposed to us in the Offender Management Bill.'

**More coverage in the May Napo News.**



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# The vote in detail

**At the end of the Third Reading on 28 February, the Government had a surprising victory of 25. The talk in the previous 48 hours had been that it was too close to call, or even that they might face defeat. No Government has lost a complete bill for nearly 30 years.**

A number of Labour MPs expressed support for amendments but were wary about voting against the Bill as a whole.

On the day David Davis discovered fairly early that the Irish MPs were absent. A phone call to the Napo Northern Ireland Branch established that they were all out canvassing. It was Northern Ireland elections on 7 March. At a stroke, therefore, 12 votes against the Bill were lost. That would have reduced the Government's majority to 13.

Napo later discovered that 3 of the MPs who had voted against at Second Reading had suddenly been sent abroad and a further 3 were sick. Their presence would have reduced the majority to 7.

During the course of a frenetic day in parliament it was decided tactically to see if the Scottish Nationalists, a total of 6 MPs, would vote against the Bill. Napo spoke to Alex Salmond who agreed to vote against on the grounds that the Bill would lead to an inferior supervision system in England and Wales to Scotland and the fact that there was much cross-border movement. If everything else had been equal, this would, in theory have reduced the majority to nothing.

### The Whips

However, the Labour Whips worked overtime in trying to secure the Government's vote. They persuaded around 20 Labour MPs to abstain rather than vote

against and another 18 MPs, who Napo thought would either vote against the Bill or abstain, in the end voted for. Several of them have contacted Napo since and have spoken of the tremendous pressure they were under.

Austin Mitchell who voted for the Bill believes he was conned. He told Napo that the Whips produced calculations showing that the Government were going to lose by four votes, that a defeat would effectively be a vote of no confidence and that Labour would suffer disastrously in the spring local elections as a consequence. A number of other Labour MPs, including Frank Cook, said they were told the same thing. In the event the 18 voted with the Government.

David Hamilton, a Napo supporter, voted with the Government because the SNP voted against the Bill. He thought that therefore came down to a vote of confidence and he would not vote with the Nationalists or Conservatives.

Paul Farrerly was lobbied by the Whips and told that if he voted for the Government his private members bill on agency workers would receive time and support; if he voted against it would be wrecked. Paul stood his ground and voted against; three days later his Bill was talked out of Parliament.

David Drew was surrounded by four Whips as he tried to go into the Noes Lobby in an attempt to try to persuade him otherwise. He stood his ground and voted against the Bill.

Napo has written to the 24 rebels who voted against the Bill, to those who abstained and to the opposition Parties, thanking them for their support. Napo has also written to the 18 MPs who surprisingly voted for the Bill, asking them to consider

voting for amendments when the Bill comes back to the Commons in late May. So far five have already contacted Napo and said they will.

So, on another day, maybe the Bill could have been defeated. What is certain is that the Government was extremely worried. Tony Blair and Gordon Brown both lobbied their own Labour MPs on the day. John Reid saw countless MPs separately or in small groups and this no doubt led to the numerous concessions he made.

Harry Fletcher

## Hostels Seminar

**This year's Seminar will be held on Tues 12 June at Hughes Parry Hall in London and is open to all Napo members who work in or have an interest in approved premises.**

The following items are the initial thoughts of the Cross-Committee Working Group on Hostels for the content of the day:

- Dispensing Medication
- Double Waking Night Cover
- Training
- Health and Safety
- Changing residents' profiles
- The role of hostels in the current climate of public and media hostility

Individual members working in hostels will be contacted directly and asked to choose their two main topics for the seminar to ensure we are covering the critical issues.

Registration forms are available from Margaret Pearce on 0207 223 4887 or [mpearce@napo.org.uk](mailto:mpearce@napo.org.uk)

Pete Bowyer



## Commons tactics

**The Offender Management Bill, as amended by the House of Lords, will return to the Commons probably in mid-May. There will then be another opportunity for MPs who are unhappy with the Bill to support those amendments. Details of the amendments are covered elsewhere in this issue of Napo News.**

Napo's parliamentary campaigning strategy will be to concentrate on the 70 or so Labour MPs who either voted for Neil Gerrard's amendment on excluding core probation tasks, abstained on the Bill itself, voted against the Bill, or who voted for the Bill because of the concessions or under duress. There is an average of 2 MPs per branch. It is absolutely essential that appointments are made with these MPs and they are asked to support the amendments when they come back from the Commons. A list of those MPs is given below.

It is still highly likely that the Government will be forced to make further concessions on the Bill and that Napo's objectives will be achieved. If your MP is on the list please write now to ask for an appointment to see

him or her after Easter to discuss the Lords amendments.

Information on the campaign as it develops and progress in the Lords will continue to be sent out to members via branches.

### MPs

Diane Abbot, John Austin, Clive Betts, Nick Brown, Karen Buck, Colin Burgon, Ronnie Campbell, Martin Caton, Mick Clapham, Katy Clark, Frank Cook, Jeremy Corbyn, Jim Cousins, David Crausby, Jon Cruddas, Ann Cryer, Claire Curtis-Thomas, Janet Dean, Frank Dobson, David Drew, Gwynneth Dunwoody, Clive Efford, Bill Etherington, Paul Farrelly, Mark Fisher, Paul Flynn, Neil Gerrard, Ian Gibson, Roger Godsiff, Nia Griffith, John Grogan, Patrick Hall, David Hamilton, Dai Havard, Khalid Mahmood, Bob Marshall-Andrews. Kate Hoey, Kelvin Hopkins, Lynne Jones, Peter Kilfoyle, David Lepper, Chris McCafferty, John McDonnell, Judy Mallaber, Michael Meacher, Austin Mitchell, Julie Morgan, Chris Mullin, Dennis Murphy, Gordon

**STOP THE NOMS BILL!**

Prentice, Linda Riordan, Joan Ruddock, Martin Salter, Mohamed Sarwar, Alan Simpson, Dennis Skinner, David Taylor, John Trickett, Paul Truswell, Des Turner, Keith Vaz, Joan Walley, Bob Wareing, Betty Williams, Michael Willis, David Winnock, Mike Wood, Kelvin Hopkins, Ian Gibson,

Harry Fletcher

## Massive bureaucracy

**The Third Reading came at a time when Treasury figures showed more is spent on NOMS bureaucracy than the whole of the National Probation Service's 42 Areas.**

The figures contained in the Winter Supplementary Estimates for 2006/7 show that the total amount spent on centralised and regionalised bureaucracy is £899 million, compared with £832 million for the whole of the Probation Service in England and Wales.

Indeed, since March 2005 there has been a staggering 556% increase in the NOMS Head Quarter's budget. Some of the increase is because of the transfer of staff and responsibilities out of Probation and Prisons and into NOMS. But, even taking this into account, the centralised budget has increased by over £280 million. Napo believes that most of this has been spent on an IT project which is already delayed, and on consultants, advisers and commissioners. If this money was devoted to frontline services in the Prison and Probation Services it would resolve most of the current problems.

Napo has been told that well over 100 consultants have been employed by NOMS during the current financial year. In addition scores of interim managers have been taken on from agencies. Insiders say that this is a means of reducing the payroll headcount. Napo understands that the consultants are paid between £1,000 and £3,000 per day, depending on seniority. The cost to NOMS, therefore, is likely to be a

minimum of £140,000 per day or around £35 million a year.

Consultants have been employed to develop a Prisons Estates Strategy, population forecasts, and the cost effectiveness of commercially redeveloping inner-city prisons. Many of the projects were subsequently abandoned.

The new IT system, c-NOMIS, was originally forecast to cost £234 million. It was first tested at Albany Prison, with a view to moving on to Norfolk and Norwich Prison soon after. However, many problems have been encountered. The system is not, for example, able to tell Ministers how many individual offenders are logged in at any one time. There is no link between c-NOMIS and VISOR, the police computer for violent and sexual offenders. As a

consequence double entry is likely, with the possibility of an offender being logged on both systems and nobody knowing. c-NOMIS was originally planned to rollout in November 2006. It is now unlikely to be rolled out before Summer 2008. Costs are rising and therefore the estimates are having to be revisited.

A senior NOMS insider told Napo: 'NOMS is the most obscene and bloated bureaucracy I have seen in 20 years'.

In a press statement, Napo said: 'There has been an extraordinary centralisation of responsibility at the Home Office in respect of Probation. It is outrageous that the cost of the bureaucracy now exceeds frontline services.'

Harry Fletcher



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### The OM Bill Goes to the Lords

It is ironic, and sad, that ten years into a Labour Government we are now hoping for salvation from the House of Lords. We made great progress in our lobbying in

the House of Commons on the Offender Management Bill and the effectiveness of that lobbying was reflected not just in the size of the Labour rebellion on the Bill, but also in the number of concessions that John Reid was forced to make.

The fact remains that the Bill passed its Third Reading in the House of Commons and so we must now work for vital amendments to neutralise the worst effects of the Bill as it stands.

John McDonnell MP, who has worked so hard for us in Parliament, admitted that the experience of our Bill was one example that had led to him changing his mind on the value of a second chamber, albeit an elected one.

Ultimately of course any concessions won in the Lords will come back to the Commons, so lobbying of MPs will be as critical as ever. When lobbying, members need to realise the importance of seeing their MP face to face. MPs get hundreds of emails every day, so while an email is better than nothing, a letter is better than an email, and a seeing your MP, in Parliament or at their surgery, is the best of all.

So, if you haven't yet lobbied your MP, it's not too late.

### Workforce Remodelling

'Workforce remodelling' is the rather scary and slightly Maoist title that NOMS has dreamt up to cover the various training and role boundary projects that are currently in hand as part of the 'Probation Change Programme'.

Under this broad title are the various work streams:

- Review of the Diploma in Probation Studies - reviewing the curriculum to comply with the revised community justice NVQs;
- PSO Training – developing the PSO induction and development syllabus and exploring external accreditation, to be completed by May 2007.
- PSO Role Profiling and Pay Review - including ongoing work on the Offender Management Role Profiles, (not yet agreed with the unions) and the pay

implications of the various role boundary issues;

- Review of Training and Development – a strategic review of all training is currently underway by outside consultants;
- Development of an Offender Management and Interventions Qualifications Framework – to replace the current DipPs and to cover all practitioners.

Napo is involved in all these projects.

It was unfortunate that when we asked for an update on PSO training at the March National Negotiating Committee, (NNC), no information was available. Having originally received specific commitments with clear milestones on PSO training from Roger Hill, milestones that specified what would be achieved by the end of March, we registered a dispute with the Employers. Roger Hill subsequently published information explaining how this work remained 'in hand', albeit with a target date now moved to May 2007. We are waiting to see something concrete in respect of PSO training before we withdraw the dispute.

### Probation Area Sub-contracting

Ministers have clarified that the 10% target for the sub-contracting of Probation Area work for 2007/8 remains in place.

This is despite the fact that in John Reid's Third Reading Speech on the Offender Management Bill at the end of February he said, in the context of contracting out, that:

'In future we shall abolish the existing targets and replace them with an entirely different aspiration... that will not be based on a priori assumption that there is a level of non-public sector work that must be carried out (but instead) on whether or not it gives best value or is from the best provider.'

We have also expressed concern that the 10% target could be taken to mean that its achievement overrides value for money considerations.

NOMS has confirmed that value for money is the overriding objective and at least one ROM, has said that if an Area submits and wins an in-house bid for an area of work, that will count towards the 10% target.

It clearly remains possible however that members may find themselves in areas of work which are sub-contracted out. Napo will be seeking to ensure that their interests are protected. We are also providing training for branches on TUPE and the Two Tier Workforce Agreement.

### All Change for CAF/CASS

Organising for Quality is the latest wheeze in CAF/CASS to make everyone, or certainly those in management positions, play musical chairs. The consultative paper

proposes abolishing the regional structure of CAF/CASS, and these proposals come on top of a severe budgetary settlement for the Service.

Napo, thanks to Sian Griffiths, CAF/CASS Vice-Chair, has done a very detailed response to the consultation exercise on these proposals. The full response is on Napo's website.

### Changing Lives

Can I give another plug for 'Changing Lives', a snip at only £5.99 to Napo members? The booklet charts the history of the Probation Service and Napo over the past hundred years and includes oral histories of a number of retired probation staff talking about how things were. The book brings history to life and should not be missed.

### Probation Centenary Conference

My final plug is for the Probation Centenary International Conference which we are organising jointly with the PBA on 1 and 2 May. The Conference will have a range of interesting speakers and professional seminars and Probation Employers should be asked to sponsor members to attend.

### Judy McKnight

## AGM 2007

**It is now six months to the 2007 AGM in Scarborough 19-21 October. This will be the centenary AGM and that will be reflected in the content. We expect to have a number of high profile guests reflecting the centenary theme – and not just the Home Secretary! There will be an exhibition to celebrate 100 years of probation, provided jointly by Napo and the PBA and there will also be special events with live entertainment on both the Friday and Saturday. It is likely that the cost of this will be included in the registration price this year.**

It is also hoped that the content of motions will attract significant press interest. This of course falls to members and Branches

Everybody at the centre is committed to this year's AGM being an exhilarating event. Registration packs will, as usual, be sent out with the June Napo News, or you can register online from 1 June. Members interested in attending should contact their branches now about travel and accommodation.



# John Reid's 16 concessions

Home Secretary, John Reid, had numerous meetings with Labour backbenchers in the 48 hour run-up to the passing of the Offender Management Bill. As a consequence he made a number of concessions during the course of his Third Reading speech on 28 February.

These included:

1. An undertaking to abolish existing targets for contracted out work and replace them with 'an entirely different type of aspiration, not based on the assumption that there is a level of non-public sector work that must be contracted out, but whether it gives best value or is from the best provider'. Napo understands that this will start to happen during the financial year 2008/9.
2. An assurance that if a public sector is good enough they will have as much chance as anyone else of winning the work; probably a better chance given the history of the providers involvement and experience. Again, the contracts will be won and lost on the basis of best value for the tax payer.
3. A commitment to look at existing schemes which are based on best provider and best value, to learn from

them and incorporate those lessons in plans.

4. An undertaking that there would be scrutiny and transparency in the contract letting process.
5. A commitment to increased local representation on Probation Trusts and also increased accountability.
6. An undertaking that, although there will be a regional commissioning system, the Government would lock-in a guarantee of accountability below the regional level.
7. A commitment that there will be a duty on Probation Boards to cooperate and share data with local authorities.
8. The introduction of a statutory provision for Probation Trusts to include local council representatives.
9. An amendment to require Probation Trusts to publish annual plans.
10. A requirement on the Secretary of State to consult with local Trusts about national and regional offender management plans.
11. An expectancy that Trust Chairs will be drawn largely from local areas.
12. An undertaking that obligations would be placed on a range of partners including Probation Boards, to cooperate with local authorities in the preparation of local area agreements below regional level.
13. A commitment to consider how regional commissioners would be involved in local area agreements.
14. A commitment that the process of reform will not be rushed.
15. An undertaking that core offender management tasks, for example offender report writing, offender supervision and breach proceedings, would remain in the public sector for three years.
16. A commitment that the Secretary of State would contract only with the public sector for work that the Probation Service does in relation to courts. There is however a proviso that, should he change his mind, he can reverse that decision by statutory instrument.

The Home Secretary, therefore, made 16 verbal concessions during the course of his speech. Napo has also been told that a further concession, that national collective bargaining will be retained, will be announced soon.

Napo will be meeting Ministers in due course to discuss how the concessions will be introduced and implemented.

**Harry Fletcher**

**A full transcript of John Reid's third reading speech is available on the Napo website [www.napo.org.uk](http://www.napo.org.uk)**

## Early Day Motions – Probation and CAF/CASS

**Napo now has two Early Day Motions live in the House of Commons. The first EDM 833 deals with the Probation Centenary and says:**

'That this House congratulates the National Probation Service on its 100 year anniversary, and its contribution to local communities in rehabilitating offenders; and believes firmly that it has a vital role to play as a properly-funded public service for the long-term future.'

As Napo News goes to press it has 115 signatures.

### CAF/CASS

The second EDM 999 concerns the underfunding of CAF/CASS and says:

That this House believes that standstill budgets at the Children and Family Court Advisory and Support Service (CAF/CASS) is leading to pressure on services and to delay in administering cases involving vulnerable children; and therefore calls on the Government.

This currently has 87 signatures.

If you have not already done so it is worthwhile writing to your MP asking him or her to sign the relevant motion. You can do this by email from the Napo website [www.napo.org.uk](http://www.napo.org.uk) where you will also find a model letter for both EDMs. Or write to your MP (including the name of their constituency) at House of Commons, Westminster, London, SW1A 0AA.

**Harry Fletcher**

## Health and Safety Training Days 2007

The three Health and Safety training Days this year are:

**Experienced Reps I** – topics to include fire risk assessment, asbestos and the concept of 'suitable & sufficient' in risk assessment.

*Hughes Parry Hall, London*

Tuesday 5 June

**New Reps** – a general introduction including a practice risk assessment.

*Friends House, London*

Tuesday 19 June

**Experienced Reps II** – topics as for Experienced Reps I

*Yorkshire & Humberside Probation Training Consortium, Leeds*

Wednesday 4 July

**Registration forms from Margaret Pearce  
0207 223 4887 [mpearce@napo.org.uk](mailto:mpearce@napo.org.uk)**



## Organising For Quality

Napo's response to Organising for Quality is now widely available and on the website. We have a further meeting with CDG on 26 March, when we expect to talk about the response to the consultation and next steps. We are aware that a paper went to the Board meeting on 9 March, quite a tight timetable. We have repeatedly said to CAFCASS that the responses need measured consideration and hope very much that this is the approach which will be taken. Although Anthony Douglas gave a response to O4Q consultation at the Service Managers' Conference a couple of days after the closing date, we need to hear what the considered response is fully before taking our position further. Interestingly we are aware that other responses, including NAGALRO's, raised very similar concerns to ours.

One aspect of the consultation, which we are particularly interested in hearing views on, is that of 'Practice Supervisors' or 'enhanced FCAs'. We do have a number of concerns about this as a way of managing practice, but have not wanted at this stage to absolutely rule it out... Depending on what 'it' is! So if you have views get along to a local meeting or let your co-convenor know. What we don't want to see is unsafe practice, undermining of accountability or undermining of service managers' pay and conditions.

## Pay

There is comparatively little new to report on the Strategic Pay Review. A meeting had to be postponed due to the sickness of a key manager and the need for CAFCASS to do more work on its proposals. The next meeting is on 29 March and hopefully there may be some more concrete information after that. Napo was quite surprised to hear the Chief Executive announce a definite date of 1 September for completion. Although the unions are keen to get things moving quickly, setting such a short timescale, given the work that may have to be done, just seems to be raising expectations that are unlikely to be met.

As far as the annual pay uplift is concerned, Napo has sent its initial proposals to our sister unions, Unison and PCS for their thoughts. Napo is of the view that given the Strategic Pay Review, we need to focus on headline pay figures rather than some of the other elements we have raised in previous years. The recent Treasury announcements on public sector pay are a cause of concern and certainly don't match our aspirations given a retail price index of 4.2%. As soon as the claim has been formalised it will be sent to CAFCASS members via e-mail.

## Campaigning

Julie Morgan, Co-Chair of the Family

Court Parliamentary Unions' Group, has put down an Early Day Motion regarding the CAFCASS budget following our recent meeting with the Minister (see page 5). It's really important that we raise the profile of CAFCASS in parliament – we are a very small organisation, when compared with the big spenders such as Education, and parliamentary activity is one way of ensuring that our voice is heard when budgetary decisions are made. Please do consider writing to your MP – it is effective. If enough MPs sign the motion, we could get a debate in the House of Commons. Napo has prepared a briefing and a model letter which you can adapt.

## CAFCASS Cymru

Our colleagues in Wales are now in the process of moving from Napo to PROSPECT, which has negotiating rights with the Welsh Assembly. It was always anticipated this would happen, but it is of course sad to lose any members. Welsh members are being encouraged to consider professional associate membership and we intend to keep links and communication going through occasional meetings, in order to share experience.

## Website

The CAFCASS section of napo's website has not exactly been our best advert until now. So it seemed like it was time to do something about it. If you take a look at it you will see that I am now doing a blog – I'm probably more surprised than anyone! – and the plan is to begin to update the information on a very regular basis. So please give it another try. [www.napo.org.uk](http://www.napo.org.uk)

## Meeting with the inspectors

Jim Kelly, Chair of Family Court Committee, and myself asked for a meeting with the inspectors following a great deal of disquiet from members, particularly over the Private Law inspection. We met with the Chief Inspector, Aaron Poyser and Steve Hunt in February. It was very much an exploratory meeting in which they shared their understanding of their role and we talked about members' concerns. The inspectors were evidently very sensitive to the level of criticism that has been around and were well prepared for the meeting, which both we and they hope will allow for greater dialogue between us.

## Work life balance

Work life balance policy development has been the cause of considerable frustration for the negotiating team as it has proved very difficult to progress. Despite starting some good pieces of work with HR, these never seemed to progress much further. We always seemed to be waiting for something, a new management appointment, or the outcome of the Strategic Pay Review. Our frustration was such that we actually

included this in last year's pay claim, and at last we do appear to have made some progress.

We are very close to finalising agreements on policies on parental leave, which include maternity and adoption leave, a wide ranging policy called 'leave of absence' which covers everything from annual leave, to jury service, to compassionate leave, and a policy on career breaks. These are all to be welcomed, but it is a particular relief to have reasonable maternity provision in place, as this was embarrassingly poor up till now. CAFCASS has undertaken to search comparator organisations to ensure these policies are competitive and we will review them over the next few months.

At the National Partnership Committee in March we also expect to be formally agreeing the policies on overtime, TOIL and unsocial hours working.

A disappointment however is that CAFCASS is not willing to completely reconsider setting a 65 default age for retirement. Nevertheless it has agreed to rewrite the policy in a more constructive way which makes valuing older staff more explicit. CAFCASS assures us that it will approach requests to work beyond 65 in a positive way and the policy will reflect this. We await the new draft, which we have also been promised will include consideration of preparation for retirement.

## Childrens' Rights

Family Court Committee is currently working on a policy paper for Napo on Children's Rights and Participation. We have been critical of some of CAFCASS' policies, but equally have been aware that we have not had a clear policy or practice position paper ourselves. A draft should be out in the next couple of months.

## Get active

We are always looking to encourage activity in the union, but at this time of year we particularly become aware of AGM getting closer and with it, elections for posts. Some of the regional convenors will be standing down this year and they will need to be replaced. There is a clear facility time arrangement and plenty of support from other colleagues around the country – so why not think about it? If you are interested, do talk to your local convenor, or myself if it's a national negotiating post you're interested in. It's often worth considering shadowing some work if you want to know more, so do ask.

## Sian Griffiths

### National Vice Chair

**Please note CAFCASS and CAFCASS Cymru are separate organisations – Noder bod CAFCASS a CAFCASS Cymru yn ddau sefydliad ar wahân**

# Family Court Conference, York, February 2007

**Now in its 7th year, the Family Court Conference has become a fixed item in the Napo calendar, and increasingly a respected professional forum among those who practice in the family courts. As Napo's membership base has come to include more practitioners from public law, we have also seen a greater focus on the work of the children's guardian reflected in the range of contributions to the conference.**

The themes of previous conferences had generally kept the interests of children central but an early decision was taken this year to look at the nature of parenting, recognising that changes in society and in the understanding of what was meant by 'family' had had a considerable impact on traditional values. It seemed important, therefore, to examine how practice had developed in the wake of changing norms, and to consider how the courts had reacted to new arrangements for the care of children. The title of this year's conference was therefore 'Parenting – who cares? The Family Court system's response to changing expectations of parenting'.

Our choice of keynote speakers proved to be inspired with Roger Bullock of Dartington College opening the day with a paper entitled, 'Can the Corporate State Parent?' which considered the provision made for children looked after by the state, based on recent studies of children separated from their birth families. This was an authoritative and relevant presentation, delivered by an engaging speaker and was very well received.

Although the conference was fully subscribed, severe snow meant some people were unable to travel, and others arrived

late. By the time of the morning workshops however, there were over 90 people present. The workshops aimed to explore a variety of parenting roles and settings, looking at different approaches to raising children and trying to reach understanding of the boundaries that sometimes existed within such arrangements. Workshops focussing, for example, on supporting parents with learning difficulties, and asking whether domestic violence necessarily excluded the possibility of successful parenting proved to be particularly popular.

Other workshops considered the role of fathers as parents, in which the co-founder of Fathers Direct led a consideration of the position of fathers in public law proceedings, and we were also pleased to welcome the co-founder of the Babyfather Alliance created to support black men in exploring issues of parenting. Another workshop tackled the theme of managing masculinities, and sexuality generally within the family courts.

The founder of Pink Parents presented a workshop on issues affecting LGBT parenting, and a representative of the British Association for Adoption and Fostering (BAAF) led discussion on assessments of foster and adoptive parents.

The conference title was fully addressed in the second keynote speech, from Her Honour Judge Lesley Newton, a



Roger Bullock.

Manchester Circuit Judge with extensive experience in the family courts. As a member of the Family Justice Council she is highly respected for her contributions to family law thinking and education, and she gave a detailed account of how the courts have adjudicated on changing family situations and parenting dilemmas.

The final session was led by Brian Cantwell, a trainer and therapist in the field of family law, who described some of the issues arising from his research into parental identity, and the confusions for children as they tried to understand who exactly provided their parenting?

Thanks are due to the planning group, and Sian Griffiths, National Vice-Chair, for excellent chairing. Thanks also to Jackie Paryag and Shireena Suleman for dealing so uncomplainingly with all the administration. We were also pleased to welcome Napo's National Chair and Treasurer.

**Jim Kelly**  
Chair, Family Court Committee

## Family Court Journal

**Welcome to the new Editor of the Family Court Journal.**

The editorial board of the Family Court Journal is pleased to welcome John Howard as the new editor. John's interest in family matters started in the 1980s when he was a family court welfare officer in what was then the Shropshire Probation Service. He recalls contributing articles to the Probation Journal based on his team's work in assisting separating parents to come to agreements about their children. He was the co-author of a book based on the principles of family systems theory, and a conciliatory approach to parental agreements. Although family work was his first love his career progression took him back into crime. Eventually when the Probation Service went national he left the Devon and Cornwall Probation Area. Since then he has taught on the Probation Officer Training Programme currently working for Portsmouth University as a south west regional tutor. He also teaches for the Open University on their social work degree and youth justice programmes.



John says he feels as though he has come full circle and he's excited at the prospect of working with colleagues to bring forward articles and opinions from within the world of family law.

## Branch Reps' Courses 2007

### Negotiating Skills

21-24 May 2007

T&G Centre Eastbourne

This course replaces the Bargaining Stage 2 course and is for reps who have attended the Bargaining Stage 1 course. It provides reps with the opportunity to look at different negotiating techniques, appropriate responses, and what works in order to achieve your goals.

### Building the Union – Organisation and Recruitment

25-28 June 2007

Wortley Hall, nr Sheffield

This is a branch development course and is suitable for Branch Officers and Branch Committee members. The course will look at various organising models, the importance of membership involvement and how to achieve it, and the ways in which effective branches work.

### Representing Members

(for black members only)

17-20 September 2007

T&G Centre, Eastbourne

This course is designed specifically for black members in Napo providing representation to members involved in disciplinary and grievance proceedings. The course covers: members' rights at work; what is a grievance; how to handle a disciplinary case; skills for representing individual members; new dispute resolution regulations; and the duties and responsibilities of management. This course will be facilitated by a black tutor.

**Please contact your Branch Chair/ Secretary/Convenor for further details and a registration form or Cynthia Griffith at Chivalry Road on [cgriffith@napo.org.uk](mailto:cgriffith@napo.org.uk) or 020 7223 4887.**

# Women Against Privatisation

**Delegates at the TUC Womens Conference in Scarborough in March were united in their determination to resist the further privatisation of public services.**

Angela Hands, Napo Vice-Chair, seconded a PCS motion on privatisation, which set out how women were particular victims of privatisation, both as public servants and as users of public services. Angela told delegates about Napo's fight against Government plans for the privatisation of the Probation Service, plans which had nothing to do with efficiency and everything to do with a pro-business ideology. She pointed out the Government proposals would, if implemented, lead to deteriorating services, lower wages and cuts in staff, as well as compromising public safety.

Napo's motion, also moved by Angela Hands, on British Foreign Policy

## AGM 2007

**Annual General Meeting and Conference  
19 - 21 October 2007  
Scarborough**

**Notice is hereby given that the 95th Annual General Meeting of Napo is to be held on 19, 20 and 21 October 2007, commencing at 11.00 am at the Spa Complex Conference Centre, Scarborough.**

All members of Napo may attend the Annual General Meeting and registration forms will be distributed during June. A detailed programme and agenda, together with relevant documents, will be sent to all members who return the completed registration form.

Motions to be considered by the AGM may be submitted by the NEC, a national committee, a probation branch, the CAF/CASS Section, or any two full or professional associate members of Napo. Constitutional amendments may be submitted by the NEC or by a branch. Motions and constitutional amendments should be submitted on the form provided which is available from Jenetta Haley at the Napo office. Motions and constitutional amendments must reach the General Secretary no later than 12 noon on Friday 17 August. Amendments to motions and amendments to constitutional amendments must reach the General Secretary by 12 noon on Friday 21 September. Details of motions and constitutional amendments received will be circulated with the September Napo News.

The Annual General Meeting is Napo's supreme policy-making body and all members are urged to attend.

**Judy McKnight  
General Secretary, Napo**

and the Rights of the Child, was also overwhelmingly supported by the Conference. The motion set out how policies such as those in the Middle East and Afghanistan were responsible for the injury and death of thousands of civilians including children and violated the UN Convention on the Rights of the Child.

Napo's other speaking delegate at the Conference, Becky Shepherd of Greater London Branch, spoke in support of an emergency motion from the FBU on childcare. The motion was an emergency as the TUC General Council only recently rejected a call from the TUC Women's Committee on the need for the TUC to provide childcare support for evening meetings at TUC Conferences. Becky was able to speak from experience having two small children herself.

Indicative of the strength of feeling on this issue, was the fact the Conference voted for this motion to be tabled to TUC Congress in September. (Each of the Equality Conferences can vote for one motion to go to Congress each year).

Becky also spoke in support of motion from the trade union Community, on the health and safety issues involved in single staffing, drawing on the issues that Napo faced in relation to Unpaid Work. Becky told the Conference that if this issue was not shortly resolved by means of adequate advice on risk assessments, it may result in a dispute between NOMS and the unions within the Probation Service. This motion was also carried.

Another motion also carried, was given support by Angela Hands, who spoke on the need to tackle age discrimination, recognising that discrimination could occur to workers at age 50 plus, as well as to younger workers.



© Janina Struk

**Judy McKnight.**

Part of this year's Conference activities included a Rally to celebrate International Womens' Day, which I chaired in my capacity as Chair of the TUC Women's Committee. A variety of national and international speakers covered pensions, abortion and a woman's right to choose, labour standards, the NHS Together Campaign, and the trade union rights.

Another highlight of the Conference was the showing of a new TUC film recording the struggle for equal pay, starting with the Ford Sewing Machinists strike in 1968. The TUC has produced six DVDs of interviews with the women involved in the various historic battles for equal pay over the past few decades. These DVDs are available for training, schools, or conferences.

In addition to Angela Hands and Becky Shepherd, Napo's delegation included Catherine Waldron of CAF/CASS. Members interested in attending TUC conferences should contact their branches for more details.

**Judy McKnight**



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L to r: Angela Hands, Becky Shephard, Judy McKnight and Catherine Waldron.

### IT issues

Napo is hoping to learn of improvements in the 'roll-back' arrangements in OASys (following countersignature.). At a User Group meeting in February, there was also considerable discussion about improving sentence plans and possibly improving also the electronic interface between them and risk management plans (e.g. some possible pull-throughs). There was also discussion about being better able to re-configure sentence plan objectives in terms of priorities. Maybe less good news is that tiering allocation will need to be entered in OASys as from April 2007.

It appears that the roll-out of the new Prison/Probation IT System, c-NOMIS, is experiencing continuing delays. One consequence of this is that continuing legacy problems with systems in Probation Areas are likely to extend for a longer period than was expected. Napo is continuing to make representations in respect of a number of issues that relate to accessibility and Assistive Technology.

The o-NOMIS system is being developed. This will (should) in the fullness of time combine c-NOMIS (the new case recording system) with OASys. The target year for full roll out is currently 2010. The development team at NOMS is seeking views about what should be in the new risk assessment tool; essentially comment from practitioners on what OASys does well and what it does badly, and how it could be improved, particularly if fully integrated with a case recording system. Comments to: mmcclelland@napo.org.uk. Napo will then forward these to NOMS

At the beginning of February national Napo officials joined Greater London Branch representatives at a meeting with the Probation Minister at the London Probation Area Head Office. Following

a visit to the IT Unit and discussion of Assistive Technology provision in the Area, a round table discussion took place where there was an opportunity to quiz the Minister on a broad range of issues and to reinforce the need for him to reinstitute the Ministerial Forum. The Minister indicated that he was sympathetic on the latter point and that he would consider the matter further. We await an invitation.

### Workload Measurement and Management

There has been no meeting of the NWMT Project Board for about 6 months now. It remains evident that the project is under resourced to assist in the completion of the training and support required for full roll-out of the tool. In addition, Napo has had next to no feedback on the development of the timings. Conversely, or perhaps perversely, it has become clear that there is significant interest being shown in a number of other quarters both within and above NOMS, with regard to the timings. This has little to do with saving the sanity of staff, and we suspect more to do with being able to cost work properly in a competitive climate.

### Standards

Much as reported in the last edition. The new draft Standards were reviewed by the National Standards Reference Group on 20 February and a number of amendments were suggested. The plan was then to incorporate these as appropriate and re-submit the Standards to the Director of Probation, and presumably the Minister, for final approval. This was due to have happened by the end of February with the standards issued forthwith, just about in time for them to be operational by 1 April. At the time of going to press they have yet to appear.

**Mike McClelland**  
National Chair

## Pensions

**Napo, along with the other trade unions, responded individually and jointly to the draft regulations outlined in the February Napo News. Key improvements such as the move to 1/60th accrual rate, pensions for unmarried partners backdated to 1988, improved death-in-service benefits and a tiered contribution rate were welcomed.**

Negotiations are continuing on the terms of the ill health retirement provisions and agreeing the formula for the calculation of part-time workers' contributions.

There has been some movement on the protections arrangements for existing members who would have qualified under the Rule of 85. Following discussions with the unions, Local Government Minister,

Phil Woolas, has said that he intends to consult immediately on extending full protection to 2020 for those currently eligible for full protection to 2016, tapered to 2020. As LGPS members in Scotland have already been offered full protection to 2020 and the same is likely in Northern Ireland, there is a good chance this will happen, with Phil Woolas saying he 'intends to be fair to all LGPS members and to all stakeholders in the United Kingdom'.

All the LGPS unions are intending to consult members on whether they accept the final proposals once negotiations are completed.

**Pete Bowyer**



© Stefano Cagnoni

## Domestic abuse programmes

**The March Napo News carried a story on Domestic Abuse Programmes – Lengthy Waits (Page 3, Napo News 187).**

### A correction

The domestic abuse programmes accredited by the Correctional Services Accreditation Panel are designed to target medium to high risk offenders.

Based on current research, the programmes are integrated systems which include inter-agency risk management, contact with known victims, proactive offender management (including one-to-one pre- and post-group sessions) and groupwork.

Consequently, it is inaccurate to imply that any offender who has not started the groupwork element is on a waiting list to start the programme. Offenders begin the programme after sentence. Only when the first stages of work have been completed can they start the groupwork element.

In Thames Valley Probation Area, a management decision was taken in 2006 (in line with the principle of resources following risk) to invest significant extra resources in the accredited programme run in our area, CDAP (Community Domestic Abuse Programme). At the same time the prioritisation of higher risk offenders was reinforced.

It is untrue to say that offenders subject to supervision by Thames Valley Probation Area were 'told to do one-to-one Healthy Relationship Programmes'. Domestic Abuse offenders without a Domestic Violence programme requirement are of course supervised in the usual way by their offender manager, in compliance with National Standards. Perhaps your correspondent may mistakenly be alluding to the accredited domestic abuse 'Healthy Relationships' programmes delivered in custody by HMPS.

**Sean Quiggin**  
Director – Interventions  
Thames Valley Probation Area

# National Disabled Staff Network Conference 2006

The second NDSN conference took place on 30 November – 1 December 2006. Because of the far reaching duties brought in by the DDA Public Duty to Promote Disability Equality and the legislative requirement for all Areas to publish Disability Equality Schemes by 4 December, it was agreed to open the first day of conference to everyone with an interest in Equality.

Denise White, Chief of Derbyshire, welcomed the conference to her Area. Having been at the inaugural conference, she spoke of her pleasure at the tangible proof of the achievements of the NDSN and in particular the assistance that disabled staff had given to the compilation of Disability Equality Schemes.



Roger McGarva and Gerry Sutcliffe.

Helen Edwards, Chief Executive of NOMS, and Disability Champion for the Home Office, spoke next. She also welcomed the conference and acknowledged that current understanding and practice on disability issues were well behind both race and gender. She spoke of the core importance of adopting the social model of disability and never forgetting the individual at the heart of matters.

Roger McGarva, from the NPD, followed with an inspirational speech, drawing on his own experience of disability. His concern was that an ethos of compliance, without the understanding of the need to put ourselves in the mind of the person involved was destructive. We need to ask 'what would it mean for me'? At best he had found colleagues sympathetic but bewildered, but all too often he shared the common experience of other disabled people of patronising, insensitive, discriminatory and ignorant attitudes, and not infrequently the abuse of power.

The current IT system, the move to Trusts, the current state of the prisons are just a few of the areas, that treat, or have the potential to treat, disabled people less fairly.

Linda Bellos, honoured in the New Year Honours for her work for Diversity, addressed conference on the theme that 'Actions not Words was the only proof of a commitment to disability equality'. She asked where the legally required Disability Equality Scheme was for NOMS.

John Hague, Chair of Napo's Health and Safety Committee, echoed Roger McGarva's concerns over IT. He said it was a mess 7 years ago and it is a mess now. IT and assistive technology could offer so much but was failing to do so, he said, and we should demand an audit.

Key note speaker at the conference was Probation Minister, Gerry Sutcliffe. He congratulated the NDSN on its formation and said that robust staff organisations were 'the essential ingredients' to ensure organisations met their objectives, got policy and practice right, and developed solutions. His view was that the transition to NOMS would offer even more opportunity to ensure that equality and diversity were at that the heart of all we do. He stressed the need for the NOMS agenda to embed disability equality in commissioning and contestability and he said he was confident that this would occur.

Peter Purton from the TUC, author of Disability and Work – A Trade Union Guide to the Law and Good Practice, was the last speaker. He began by saying that LGBT issues and Disability were the 'two orphans of equality'. The DDA remained flawed in that it still heavily relies on the medical model which is deeply offensive to disabled people. It perpetuates a public



The newly elected NDSN Executive.

attitude of people being objects of charity and justifies discrimination in using 'reasonable' as a term that can and will be used by employers as a let out clause, he said. However the new Public Duty does offer a tremendous potential lever of change in transferring duties from the individual to Public Authorities. We need to learn from the lessons of Race legislation where process and compliance lost sight of the need for outcomes.

The conference ended by welcoming the newly elected Executive Committee members who as well as having Regional Coordinators that cover each ROM area also has representatives from LAGIP, NAAPS and ABPO. The feedback from the Conference was extremely positive both from non and disabled delegates. It is a matter of grave concern that the future of all staff group conferences is under threat as we move into NOMS.

**Desiree Leete**  
Secretary, NDSN

## Workers Memorial Day 2007 – 28 April

**28 April became an international commemoration day when in 1996 at the United Nations in New York a global union delegation lit a commemorative candle to highlight the plight of workers who die, are injured or become ill each year due to unsustainable forms of work.**

Since then the day has become a major international event.

The theme this year is on enforcement and inspection. Napo is distributing posters to branches/regions sufficient for all probation and CAF/CASS workplaces and a supply of the purple 'forget-me-knot' ribbons. Make sure the poster goes up in your office and wear the ribbons.

As an aspect of this year's theme is



enforcement and campaigning on asbestos, Napo suggests that all members could do the following around 28 April (the day itself is a Saturday).

- Ask to see the Asbestos Register that is held in each NPS and CAF/CASS office.
- If asbestos was found in the office was it removed or if it is safely encapsulated is it clearly signed.
- Ensure you are know service procedures for asbestos containing materials, including reporting signs of damage or deterioration.
- If in your current or previous buildings there has been an instance of damage to areas containing asbestos, which may have exposed staff, make sure you have this recorded in your personnel file and a letter sent to your GP.

In addition, Napo safety reps will be asked to undertake an inspection around 28 April.

**Pete Bowyer**

# Adverts

## Pefkohori (Halkidiki)

Brand new, 2 bed apartment in coastal resort. Sleeps up to six. Open-plan kitchen, diner, lounge. 3 balconies, private garden, BBQ, views of adjacent olive groves/hillside. Air-con/modern decor. Bathroom/fitted shower cubicle. £250-£400/week.

07974 302780

Janine.Heatherley@googlemail.com

## Cumbrian cottage

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Call Sue Holmes on 01794 522220  
or email Romsay@tiscali.co.uk.

## Andalucia, Southern Spain

Spacious 3 bed. 2 bath. apartment. Sleeps up to 6. Large private balcony-sea and mountain views. Satellite TV, a/c. 2 Large pools, children's pool, spacious gardens, small bar. Beaches, local bars & restaurants. Year round sun. Almeria/Murcia airports.

For rates/info/photos/travel advice:  
sanjuanholidays.com or 0114 250 8221

## Grange Over Sands

Lake District. Four nights £140. Longer stays by arrangement. Luxurious two bedroom first floor apartment in quaint Edwardian coastal town. Patio garden with views over bay. Good road and rail links.

For information or bookings phone Sherry Barrass on 01772 335426 or 07815 148205.

## Andalusia

Beautiful villa to rent, located in the Sierra Cabrera mountains, 20 minutes from the sea. Sleeps 4 two bedrooms/bathrooms, sitting and dining rooms, terraces and swimming pool. Almaria airport is 45 minutes away. £350 per week.

Contact Karen on 01295 788378 or email frank.kenn@lineone.net.

## Northumberland Coast

Comfortable self contained spacious apartment. Grade II listed building close to beach. Sea views to Holy Island. Seabird sanctuaries nearby and hill walking. Three bed, sleeps up to eight. Child reductions

Phone 01670 516348 or email dorothylater@hotmail.com

## Kapparis nr Protaras, Cyprus

New, quality, spacious 2 bedroom apartment, sleeps 6. Fully equipped kitchen, TV, DVD, communal pools, fully air conditioned, 10 minutes to beaches and all amenities, car park space. Available from April 2007. Special introductory offer of £200 to £300 weekly.

Contact June on 07917401614 or email miss.lati@virgin.net

## Private villa to rent in Bali

Set in tropical gardens, 500m from the beach, restaurants and coral reefs. Sleeps up to 4 people. Housekeeper included. Drivers service available for tours around Bali. Visit www.balibliss.com to see photographs! £200 per week

Call Lisa Bailey on 07891 784 737

## East Yorkshire Coast

Stunning Grade II listed cottage with secluded garden in Hornsea. Next to the Mere, 10mins from beach and on the Trans Penine Trail. Many original features - cobbled walls, beams, open fire and close to local amenities.

Please telephone Tracy on 07739 580548 and visit our website on www.hornseacottage.co.uk

## La Manga del Mar Menor

Spain. Two bedroom, two bathroom apartment overlooking secluded beach. Two pools, tennis courts. Unspoilt traditional area on La Manga peninsular. Near golf courses, beaches, marinas. From £175pw.

Call Val Roberts 07990515780 or roberts764@btinternet.com

## La Manga Mar Menor

Spain. Sea front, three bedroom, two bathroom fully equipped apartment on unique Spanish peninsular at La Manga. Very restful location. From £175pw. Fly to Murcia close by.

www.la-manga-spain.co.uk  
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## Mont St Michel, Brittany

Three well-equipped stone cottages (sleeping 4, 4 & 7) in rural hamlet. Beaches, gardens, wildlife, walks, watersports, golf, cycling, tennis, riding. Close ferries and Ryanair flights.

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## Southern Spain

Three bed villa with private pool, Vinuela, Andalucia, Spain. Situated in the heart of a tiny village amidst an area of outstanding beauty. Malaga Airport 50 mins, Granada Airport 90 minutes. From £250 per week. 10% discount on advertised prices for Napo Members.

Visit our website at www.casa-animarc.co.uk or contact Jenny Yates on 07712367705, e-mail: jennyates438@btinternet.com

## Foothills of the Pyrenees

Riverside village house with three double bedrooms (Campagne-sur-Aude). TV, DVD, washing machine. Stunning mountain scenery, sporting facilities, historical sites one hour's drive. Carcassonne airport is 45 minutes' drive. Prices from £150-£250 per week.

Contact Fiona or Paul on 01273 270198.  
f.bauermeister@ntlworld.com  
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## Change of details form

Important: If any of your details have changed please fill out this form and return, free of charge, to Napo, FREEPOST LON10564, London SW11 1YZ or e-mail your new details to membership@Napo.org.uk

Name \_\_\_\_\_

Membership no. (eg M012345)\* \_\_\_\_\_

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New address \_\_\_\_\_

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Is this address your Work  or Home  address? (Please tick one)

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\* Your membership number can be found on the top right-hand corner of the address label on your envelope.

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Date effective from: \_\_\_\_\_

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# Changing Lives

**An oral history of probation** Published by Napo – the Trade Union and Professional Association for Family Court and Probation Staff

In 1908 a small number of probation officers met in a house in Croydon to plan the formation of the National Association of Probation Officers, later to become Napo. The previous year, in August 1907, the Probation Service came into being and it has now existed for 100 years. Ironically it reaches its centenary at a time when its future as a national service is uncertain. Whatever happens over the next period the title ‘Probation’ is in danger of being lost.

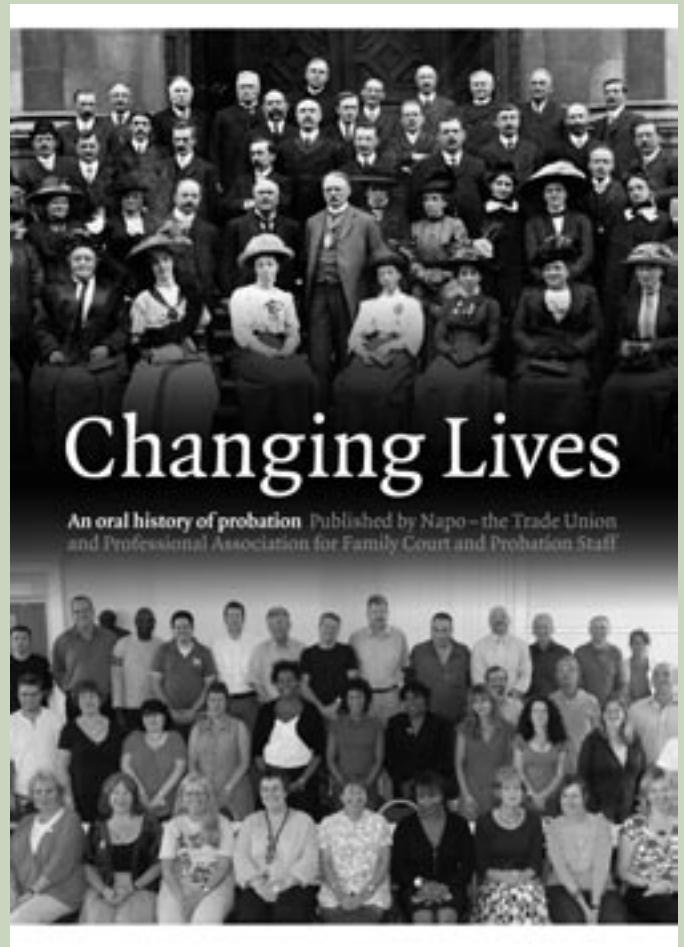
This book celebrates the work and achievements of the Probation Service over its first century.

It restates its values through the words of retired members, through the main events in its and Napo’s history, through images in film and television and through the comments of many individuals who have appreciated the contribution of the service over the last 50 years.

96 pages in full colour, softcover  
240 x 170mm

Compiled and edited by  
Harry Fletcher, Vicky Boroughs  
and Kath Falcon.

Profits to The Edridge Fund



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**Napo Members £5.99**  
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