



C-NOMIS crisis
Page 3



CAFCASS
Page 6



AGM 2007
Page 12

Offender Management Bill reaches statute book

The final House of Lords debate on the Offender Management Bill, which took place on 24 July, marked the end of its passage through Parliament. Napo had been campaigning vigorously against some of the key proposals for over 3 years. Had the Bill been passed unamended it would have

abolished the National Probation Service and replaced it with a market.

Napo did achieve many of its aims. Although the Government did not produce an amendment to the Bill to allow for local commissioning, assurances on this were

given in both Houses of Parliament and by Secretary of State, Jack Straw, in a letter to Neil Gerrard MP. That letter is reproduced on page 8.

Significant amendments

There were a number of other significant Lords' amendments accepted by Government. These included:

- The retention of national collective bargaining
- The exclusion of Court Report work from the Bill
- A provision that all providers of probation services provide training and use trained staff
- Commitments on diversity
- That core work, including work with the Parole Board, will remain in-house for 3 years
- That there should be no conflict of interest in the compilation of court reports

The efforts put in by Napo members and branches was appreciated by parliamentarians. However, the campaign also showed the limitations of parliament. There were simply not enough Labour MPs who supported Napo's position. It is highly likely, therefore, that campaigning work in the future will involve closer working with other trade unions and with pressure groups as well as with Members of Parliament.

Harry Fletcher



Napo News goes colour

Napo News will be revamped and relaunched from next month in full colour. We will also use a new typeface, which we hope will improve accessibility. Comments on the new design will be welcome additions to the now sadly infrequent letters page.

Napo members back pension scheme changes

Napo members have overwhelmingly backed a new and improved Local Government Pension Scheme (LGPS) in England and Wales.

Members across the union, in CAF/CASS and the Probation Service, voted overwhelmingly to support the improved scheme, which will come into effect on 1 April next year.

In the consultative ballot 2,526 members cast their votes, with 2,373 (93.9%) voting to accept the scheme and 153 (6.1%), voting not to accept it. 8,887 ballot papers were distributed, so the turn out was 28.5%.

Napo has worked with the other unions in the LGPS in complex negotiations over the past two years. Those negotiations, backed up by the industrial action that members took in March 2006, were eventually successful in securing the benefits of the scheme, which remains based on members' final salary.

The negotiations improved many aspects of the scheme, including:

- Retention of the final salary scheme;
- 1/60 accrual rate, which means your pension builds up faster;
- A more flexible definition for period of pensionable pay;
- Improved early retirement factors;
- Pensions for unmarried partners,

backdated to 1988;

- Increased death in service and death in retirement benefits;
- Benefits will apply to all from 1 April 2008, avoiding a two tier scheme;
- Favourable benefits and contribution rates compared to other schemes.

The ballot followed years of intense negotiations, lobbying and industrial action to protect and improve members' pension rights after the government launched an out-and-out attack on final salary pensions in the public services and originally tried to introduce a worse scheme for members of the LGPS without any consultation.

Formal consultation on extending full protection over the 'rule of 85' from 2016 to 2020 started on 5 July and will run until October. The rule allows some members of the current scheme to retire early at 60, but the courts have ruled that it is now discriminatory.

Napo will be involved in the ongoing talks on the scheme where we will continue to press for improvements in ill-health provisions and for on going improvements from future savings. However, the basic terms of the LGPS into the future have now been secured.

Napo can be proud of the role it played in being part of these lengthy negotiations and members are also thanked for their role in lobbying MPs and in taking industrial action.

Pete Bowyer



Pensions strike 28 March 2006.

Early Release

As members will be aware prison overcrowding reached crisis point on 26 June, when for the first time it went to 81,000. Critics had been warning the Government for years that unless they built more prisons or liberalised sentencing they had massive logistical problems. By the end of June not only the cells in police stations but also courts were being used for the overflow and there was a real danger that the whole system would implode. The courts wouldn't be able to function and the police would have nowhere to put people if they caught them.

Consequently, and clearly without any pre-planning, the Government introduced End of Custody Licence. All prisoners other than those convicted of drugs and violence would be released 18 days early providing they were serving less than 4 years.

The scheme was ill thought through. Staff have reported that inmates who didn't qualify for parole or early release on Home Detention Curfew were qualifying for this new scheme. The Probation Service was instructed not to do risk assessments or accommodation checks.

As a consequence problems have occurred. Staff in Yorkshire reported at the beginning of July that they had a situation where a 20 year old was due to go out on the scheme.

Very basic checks had been done by the prison, but they seemed unaware that the release address that the offender had given had been deemed unsuitable by social services because of child protection issues. However, the Head of Discipline ruled that the prisoner would be released early because he fitted the criteria. It seems therefore that recommendations by social services about the unsuitability of the address were disregarded. Scores of other case histories were received by Napo during July and August about the ECL crisis.

Financial chaos

Originally Napo was told that each offender would receive in the region of £150 in cash in order to tide them over before they could sign on. However this practice appears to have ceased. The prison service it seems is in the process of going over to a cheque and Giro system. Napo has evidence that many prisoners are now being released systematically with no money at all. It does seem extraordinary that prisoners are released in circumstances where there is no support, no cash, and therefore no accommodation, and where the risks of re-offending are worryingly high.

One probation officer reported that one of her male offenders who was released

some two weeks early was told he wasn't allowed to sign on and was led to believe he would be given money to see him through for three weeks until he was able to get to the Jobseekers' Office. On release he received an envelope from his open prison and when he looked inside he staggeringly found there was an IOU note for £140, so he actually got nothing. His probation officer spoke to the prison and was told that although the Government had said that everyone released early would get money, no negotiations had taken place with the Prison Service as to where the money would come from. As a result the open prison was unable to give him any money. Similar problems have also been highlighted by probation officers in other areas.

By mid-August the prison population had again reached 80,600. It appears that the underlying increase is still greater than the number released on ECL. Insiders are, therefore, predicting that there will be another major crisis for the prison system by early autumn. It is unclear at this stage whether ECL or HDC will be extended or indeed whether any other early release scheme will be introduced or any changes to sentencing legislated for.

Harry Fletcher

C-NOMIS Crisis



The multi-million pound C-NOMIS IT system, which was meant to underpin the National Offender Management Service, and thereby allow the end-to-end management of offenders, is facing potential collapse.

C-NOMIS is an information technology system designed to be implemented throughout the prison estate and in the 42 probation areas. It has been lauded by NOMS as essential to end-to-end offender management tool providing a single access point to information on a given offender for all prisons and probation staff. The system was originally conceived in 2004 with an estimated eventual capital cost of about £234 million. However, Napo has been told that the latest estimate for the full roll out could eventually reach £950 million.

Napo also understands that it has recently come to light that nobody at NOMS had anticipated that the project would be liable to VAT. It is thought, therefore, that at least £170 million of additional funds will be needed to meet the contract, but no additional money is forthcoming from the Treasury. Napo further believes that EDS, who hold the contract, would have to be paid a minimum £50 million in cancellation charges.

Fundamental Review

Roger Hill, who is the senior responsible owner of the C-NOMIS programme at NOMS wrote to stakeholders on 6 August and said: 'Many of you will be aware that in the light of subsequent developments, the original costing for the NOMIS programme has proved to be optimistic. We have advised Ministers that we will need to undertake a fundamental review of the work to return to an affordable programme plan. We have agreed to undertake a rapid review to support Ministers to make decisions about a revised programme in mid-September. We expect that the revised programme will inevitably involve a reduction in the planned functionality and scope of the system.'

Napo has been told that this will involve

a cancellation of the roll out to probation areas.

Napo understands that the problems have been inherent since the beginning of the contract which was based on time and materials rather than fixed cost. This is one of the reasons why it spiralled out of control. The contract was originally

made with EDS, who subcontracted the software to Cyscon. This was a software system which it was claimed had been used extensively in Canada, Australia and the USA, but in fact had only been used on a limited state basis.

Money wasted

Unknown amounts have been spent on training for C-NOMIS, which may have been wasted. NOMS also intended to develop a successor to OASys, the offender risk management system, which would be based on C-NOMIS only more sophisticated. This now seems likely to fall.

In a press statement on the issue Napo said: 'The whole C-NOMIS project appears to have been badly managed since its inception. It is arguably an outrageous waste of public money. As a consequence of the problems probation staff will now have to use IT systems that are not fit for purpose. The Ministry of Justice must come clean and tell the public how much has been spent on this system and what the consequences are for assessment and public protection. The Ministry has completely underestimated the amount of data traffic that would be used by probation. The whole NOMS project was predicated on the presumption that the IT system would work. This now puts in jeopardy the

concept of the end-to-end management of offenders and NOMS itself. The most recent Treasury estimates reveal that the cost of NOMS HQ is £899 million for 2006/7, some £60 million more than the whole of the Probation Service.'

Napo understands that there are now three enquiries taking place into the C-NOMIS system. The first is looking at the way decisions were made, the second at where the money went and the third at the effectiveness of the system itself. These are expected to report to the Minister some time during late September.

Harry Fletcher

Branch Reps' Courses 2007

Diversity and Harassment

12 - 15 November 2007

Wortley Hall, Sheffield

'This course looks at the duties of employers in relation to diversity and providing a workplace which is safe and treats workers with dignity. It is an opportunity for those representing members to discuss the different approaches to diversity in Employment Law and what that means in the workplace.'

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 or 020 7223 4887.

napo The Trade Union and Professional Association for Family Court and Probation Staff

Based in South West London, Napo is a small trade union and professional association providing a range of services to more than 9,000 members. It employs 19 staff and is currently recruiting to the following post:

For an information pack and application form contact:

General Secretary
Salary: £54,746 to £62,398 pa inclusive of London Allowance

Napo,
4 Chivalry Road,
London SW11 1HT

tel:
020 7223 4887

email:
info@napo.org.uk

Napo is working towards being an equal opportunities employer.

The post holder will exercise overall responsibility for the effectiveness of Napo's policies and will also have responsibility for the conduct of all negotiations relating to members' salaries and conditions of service. He or she will ensure that members are represented as appropriate and lead Napo's senior staff group in developing and delivering the operational plan in line with Napo's priorities.

The successful applicant will have a demonstrated track record within the trade union movement. Experience of probation or family court work is not essential.

Please note that the incumbent General Secretary will be retiring in the summer of 2008 and is therefore not standing for re-election.

This post is open to job share.

Closing date: 25th September 2007
Interviews: 10th October 2007

Judy McKnight Writes

On Thursday 26 July, the Offender Management Bill became an Act.

The Act comes into being three and half years after Patrick Carter's original report, 'Managing Offenders, Reducing Crime', which recommended NOMS and the introduction of contestability into the work of the Probation Service.

The Offender Management Act 2007 differs markedly, not only from the NOMS as envisaged in the original Carter report, but also from the OM Bill as originally published last November.

Napo can take much credit for the significant changes that have been secured. Members and branches have successfully lobbied their MPs, and the debates in both the Commons and the Lords have raised the profile of the Service and increased a wider understanding of our work..

Ideally we would have defeated the Bill completely or secured more amendments, but we should not underestimate what we have achieved. Articles elsewhere in Napo News summarise the concessions we secured to the Act.

What does it All Mean?

Civil servants are using the phrase 'light touch' when they refer to the Act. In other words this could mean that its exact interpretation will depend on the current attitude and philosophy of the Government ministers of the day.

As a minimum we know that the Act will mean a continued threat to contract out interventions work. Time will tell whether other areas, such as court work and offender management, and possibly a whole trusts, eventually come into the firing line.

Subject to performance, 'at the outset', the lead provider in an area will be the probation trust, and boards need to demonstrate a certain performance level to become a trust in the first instance.

Although the first six trusts have now been announced, to date we still do not know:

- The arrangements for regulating trusts;
- What the new freedoms that trusts will have will mean in practice;
- How trusts' freedoms will be reconciled with government policies on criminal justice and the need for a national strategy, on say workforce planning, to meet the needs of such policies;
- How these freedoms will not increase rather than reduce the silos between all parties;
- How the new arrangements for Probation will work without sentencing policy being addressed - using custody for only



© John Harris

those that need it, promoting instead community sentences and restoring the use of fines and discharges - which Patrick Carter said was a pre-requisite for his proposals to succeed;

- How Probation services will operate under the revised legislative framework without a significant increase in resources;
- How NOMS will operate without a functioning IT system that enables communications between all parties, in a way which C-NOMIS will clearly not deliver;
- How 'effectiveness' and 'best value' will be determined and defined in the commissioning process;
- Whether the Probation Service will continue as a clear national profession with a national Director and a national voice;
- Whether it is the case that the number of ROMS is to be reduced as their role has now declined;
- How, and if, NOMS will ensure that the value base of the Probation Service and the promotion of anti-discriminatory practice, and of equality and diversity, are not lost in the competitive new world of commissioning.

The reality seems to be that 'light touch', is code for 'don't know'.

What next?

Napo will be continuing its wider campaign for 'Keeping Probation and Keeping it Public'.

This means continuing to:

- play our part in shaping the future of the Probation Service within this 'light touch' legislation, building on the success and improved performance of the Service to date;
- ensure that the focus of any change remains the reduction of re-offending not the delivery of services on the cheap;
- press for a business case and an evidence base to justify any further change;
- press for the necessary resources to be provided to underpin the Service's work and to ensure that staff have manageable workloads;
- press for the highest standards of training for all staff;
- press for sentencing policy to be addressed and for Ministers to promote and speak up for community sentences and the work of the Probation Service;
- work for staff to be able to believe again in the vision and the values of their Service.

Napo's negotiating, campaigning and lobbying activities on all these issues is already underway. We have written to Jack Straw asking for urgent action to tackle the Service's current budgetary crisis, a crisis

which is being exacerbated by the extra work involved with ECL, (End of Custody Licence), and a crisis which is evidenced by the fact that as many as 100 of the 454 Trainee Probation Officers due to graduate in September may not be offered jobs by their Services.

So Napo's campaign to 'Stop the Bill' may be over, but the next stage of our campaign to 'Keep Probation and Keep it Public' begins.

Napo General Secretary

In September Napo will be advertising for a General Secretary. Under Government legislation and Napo rules, the post is subject to election every five years. By June 2008 I will have completed my third term as Napo General Secretary, having first been elected in 1993, and I will be approaching sixty years of age. I have therefore decided not seek re-election this time.

I have been privileged to be your General Secretary for the past fifteen years and I feel a lump in my throat writing this! But I haven't gone yet and I still have a lot to do, and hopefully achieve, in the coming ten months.

AGM

AGM this year is particularly special as it is being held in the centenary year of the Probation Service. It is also important that Napo has a maximum number of members, from CAFCASS as well as Probation, determining its policies, for what will be a critical year ahead. I hope that as many members as possible can therefore attend this year's AGM in Scarborough. Hope to see you there.

Judy McKnight

INQUEST job opportunity

Join INQUEST, highly regarded for its advice, campaigning, research and policy work on deaths in custody and the inquest system.

We are recruiting a Casework Service Manager (£34,755 pa) to develop our family support services and identify the issues arising from casework to ensure families' voices are heard at a policy level.

We are an Equal Opportunities employer.

Application packs available from www.inquest.org.uk, by email from jobs@inquest.org.uk or via INQUEST, 89-93 Fonthill Road, London, N4 3JH, (closing date 5.00 pm 24 September 2007).

Registered Charity No. 1046650
Company No. 03054853

INQUEST
Working for truth, justice and accountability

A review of *Changing Lives*, Napo's oral history of Probation by Eric Allison, Prison Correspondent of *The Guardian*.

Perhaps surprisingly, given that I have a criminal record stretching over almost half a century, I have only been on probation once. In 1956, aged 13, I appeared at Manchester Juvenile Court charged with several offences of 'pavilion' breaking; a quaint-sounding term in this day and age. (I had run away from home and broken into several day nurseries to eat and sleep) It was my second time before their worships and there was more than a chance that I would be sent to an approved school. Fortunately, the bench accepted the recommendations of a probation officer and I was placed under his supervision for a year.

Almost a year later—and still on probation—I re-offended (theft of a chewing-gum machine). My credit with their worships had run out and I was sent to a detention centre for three months. (Supposedly a 'short sharp shock' designed to show us delinquents the error of our ways) After my release—and to my surprise—my probation officer continued to call at my house. Although he must have been disappointed at my breach, he didn't let it show, offering me nothing but advice and encouragement. And his faith in me worked, to a degree, as I did not re-offend until some years later.

I recalled this period of my life after reading this book, published to celebrate 100 years of the Probation Service. The trip down memory lane was sparked by the realisation that the dedication shown by my supervisor all those years ago, could not possibly be replicated in this day and age. Probation staff now are far too overworked—and undervalued—to find the time for offenders who are no longer on probation and, astonishingly, are no longer allowed to make routine home visits. (Could somebody please explain how they are supposed to evaluate the background of offenders without visiting the place they live?)

The Probation of First Offenders Act was passed in August 1887 and made 'Provision for cases where the reformation of persons convicted... may be brought about without imprisonment.' And although the first probation officers were not appointed until 1905, the idea that offenders could be dealt with by other means than imprisonment was born. (A second Act, no longer restricted to first offenders, was passed in 1907).

The most revealing example of how things have changed in the 100 years is found in

an early copy of the 'rules' under which: 'A Probation Officer should remember that he (sic) is charged to carry out his duty very largely on his own responsibility and in his own way. The methods of one officer may be very different from those of another, but both may be equally and successfully applicable to differing situations.'

Such an individualistic approach would be considered heresy in these enlightened times of box ticking and targets. Yet of course, every case that lands on a probation officers desk is that of an individual who has gone wrong and common sense dictates that it must be dealt with on the basis of individual need and direction. But that is precisely the opposite of current thinking in the Probation Service. As one former Assistant Chief Officer puts it, enterprise and innovation has been 'killed off'.

Placing an offender on probation traditionally came about by the making of an 'order'—with the 'agreement' of the offender; an important point, suggesting co-operation, rather than coercion. This changed with, yet another Criminal Justice Act, introduced by New Labour. In 2001, probation became a punishment and, again, as a former high-ranking officer puts it: 'You don't change people by punishment. You entrench them or humiliate them.'

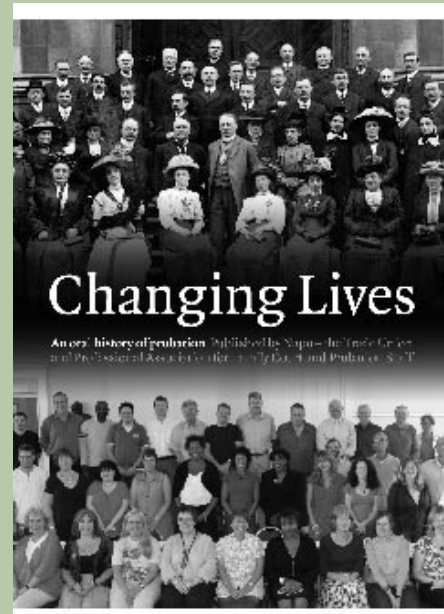
Certainly, since I started work for the Guardian, almost four years ago, my files have bulged with correspondence from prisoners complaining bitterly of their treatment at the hands of those who used to be known as the 'prisoners friend.' Small wonder, given that, in 2005/6 9,000 people were recalled to prison for breaching their licence. Many of those sent back to prison had committed the most trivial of breaches and their recalls were bound to further entrench their hostility to the system. With 'friends' like these...

Nobody is suggesting that today's probation staff are necessarily more punitive than their predecessors; they are in the position that successive governments have put them in. In this day of the 'quick fix' the service is as vulnerable as schools, health and social workers, who have all been forced to 'modernise.' Former Chief Officer Michael Day says that the service will not receive investment unless they can show 'quick results' and he bemoans the way in which probation has 'moved away from the community'.

A large section of the book is devoted to the history of the service, as seen through the eyes of retired staff. A constant theme, running through their recollections is that, in earlier days, the job was seen more as a calling, than a way of earning a living. But this is far from a collective nostalgic ramble,

or wistful yearning for days gone by. There is much wisdom – and sheer common sense – within their accounts of how things were in their day and the system would do well to heed their words; but we should not hold our breath while waiting for them to do so.

Changing Lives



An oral history of probation

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

Profits to The Edridge Fund

Price list

Napo Members £5.99. Non-members £8.99. Prices include p&xp to UK. Discount available for bulk orders.

Please send me _____ copies of the book @ £ _____ each

I enclose a cheque for £ _____

Name _____

Address _____

Postcode _____

Napo membership number (if applicable) _____

Return this form with your cheque to: Napo, 4 Chivalry Road, London SW11 1HT.

Visit www.napo.org.uk to buy online.

For any enquiries contact kfalcon@napo.org.uk. Telephone 020 7223 4887.

Firstly, congratulations to Paul Bishop, who has now been confirmed as the new CAFCASS Vice Chair from October. Paul will take up his role at AGM and I am really pleased that he has been willing to come forward to take this on. Paul has been a stalwart of both his region and the negotiating committee from the very earliest days and has a huge amount of knowledge and history to bring to the post with him. His commitment, attention to detail and dogged reliability will be much appreciated.

Pay Claim

Members have been kept up to date with the rather slow progress on dealing with the annual pay claim. The claim was made in April and since then we have been waiting to engage in detailed discussions with CAFCASS about what they intend to offer us. As usual, the painful system of establishing Departmental agreement, particularly given the fact that CAFCASS is now the responsibility of a new Department, means that this process is not a straightforward one. Undoubtedly, CAFCASS' room for manoeuvre has been badly affected by the 2% limit placed across the public sector. A first formal meeting with the employers underlined this problem, but we hope to have a second meeting imminently and will of course be willing to consider any creative way CAFCASS may have considered to improve our pay.

Strategic Pay Review

The last few weeks have been dominated in negotiating terms by the progress, or otherwise, of the Strategic Pay Review (SPR). We reached a point at the end of June, when it became clear that the desire of CAFCASS to link the SPR to its proposed organisational restructure, was close to derailing it altogether. The Chief Executive became involved and there followed a very difficult meeting at which it appeared the whole nature of our partnership arrangements were now in doubt and dispute at times appeared unavoidable. However, after a long and at times bad-tempered discussion, we managed to agree a way forward, the details of which have been circulated to all staff. It is inevitable that we are worried about the ability to reach agreement on the substantive issues of pay, leave, job parity etc., when simply getting the process right has proved so problematic

CAFCASS, as ever, wishes to work to very short deadlines, and we have agreed to prioritise the SPR for the next few months. In the short term our focus will be on finalising agreed job evaluations for current roles and then beginning work on new job descriptions. If you have views about the new jobs, get them to us

quickly. Our concerns are well documented in previous postings and responses to CAFCASS documents. In summary they include: accountability, meaningful pay differentiation, provision of proper management and supervision arrangements, proper job evaluation and resulting pay. We remain dubious about how these needs can be met given the job descriptions that we have so far seen.

And of course, a significant feature of our negotiations over coming months will be focussed on the need to ensure that members' current pay is protected and that redundancies are not compulsory. There is a particular concern about the risk of redundancy to our admin colleagues. With just a smattering of admin staff in Napo, the lead on this will be taken by our colleagues in Unison. But whatever union they belong to, make sure you give them your support.

CAFCASS Restructure

What can I say? All the old questions remain unanswered... where is the evidence that this organisational change will improve practice... why is the organisation willing to do so much damage to staff loyalty... will this really be the last time we are reorganised... wouldn't we be better spending our time on improving the service to families...?

Workloads

As previously reported, formal negotiations on establishing a new workload measurement system are on hold having been overtaken by the public law outline and CAFCASS' decision to move ahead on a national basis with the Public and Private Law programmes. We had been hoping for a further meeting over the summer to consider a way forward, but so far that has not taken place. So, I have to do my now routine lecture on working your hours. You are paid to do 37 hours a week (or something very close to that!). If you routinely do more than that, you are being taken advantage of and your hourly value is even less than you think it is. So don't do it! Individuals cannot be expected to keep propping up the agency as a matter of course – and while we do so, no-one is going to stop us. Sickness absence figures in CAFCASS appear to be creeping up, and it is no coincidence that stress and related sicknesses are a significant feature. Do not make yourself ill by working long hours. If you feel unable to protect yourself, talk to your regional convenor, don't just struggle on.

IT issues

The depressing inevitability of CAFCASS pushing ahead with changes in IT usage, particularly in relation to typing reports, has rightly led to lots of concerns from



© Stefano Gagnoni

members. If staff are asked to develop new skills, they need time and workload relief to do this. We know that this is being managed in very different ways around the country and in some places is causing unacceptable levels of stress and anxiety. Once again, seek help if your position is not being managed well.

And as far as laptops are concerned – where do I begin? Read the recently circulated Napo advice, do not assume you are immune to physical injury or let understandable, but short term personal preference, convince you that a laptop is the answer to all your wishes and desires. It may end up causing you considerably more problems than it solves. If you use one, take the advice on how long you should use it at any time seriously. This is not just the union being a nuisance, it's about protecting your health. If you don't take this seriously and ignore the advice, you are as culpable as the employer. Can I also make a plea to members to support the concept of team, not just individualised working. There is a real risk that the focus on laptops v fixed computers is going to have a very negative impact on team working, as significant numbers of people begin to work away from offices. The value of working with and alongside colleagues, both for our own support and for good professional development should be valued by us, if not by the organisation.

Goodbye to Christine.

I need to end on a very sad note. Christine Higginbottom, one of the senior elected officers of Unison, died very suddenly over the summer. It was an enormous shock to all who knew her and we are still struggling to accept that Chris, who was a huge personality, is no longer part of the union team. Chris was a good friend to Napo and her death has shocked and distressed us all. Thank you Chris, for your work, your friendship and your commitment to both unions.

Sian Griffiths
National Vice Chair

Bits & Pieces

Flexible Retirement

Does your Area have a scheme? The 'Flexible Retirement' option allows members of local government pension schemes to start receiving their benefits from an earlier age, yet continue working for their employer for several more years in exchange for reducing their hours and/or scale point. One of the conditions required by the flexible retirement arrangement is that the scheme member has to have their employer's consent before they can receive their benefits (due in part to the possibility of additional costs being met by the employer, along with more immediate organisational concerns). Interested? There's no harm in asking – probably best via your local staff reps.

Proven Re-Offending rates

NOMS RDS (the statistics section) are working on the disaggregation of proven re-offending rates. In essence, they are working to produce information that will show proven re-offending rates by region and by Area also. There are even plans to drill down further to much smaller areas using postcode data, but this work is at a very experimental stage. Once this information is published (it is expected in September 2007) RDS will be seeking feedback from regions and Areas.

At the moment, this work relates only to adult offenders on community sentences, and it is likely to be of most use in

NOMS Reviews

Napo understands that a number of reviews are currently occurring at the Ministry of Justice which could have profound effects on the future of the service and NOMS.

The first is being conducted by Ursula Brennan from the Office of Criminal Justice, and that will look at the structures of the Ministry of Justice, including NOMS. At the time of writing Napo does not know the outcome of this enquiry but has been led to believe that the conclusion will be 'unexpected'.

There are also enquiries into the C-NOMIS system, which are described in the article on the financial crisis on page 3.

Obviously the problems faced by C-NOMIS affect the ability of the Government to deliver its objective of the end-to-end management of offenders. It has been reported in past issues of Napo News that the financial outcome for NOMS at the end of 2006/7 was £899 million, compared with £833 million for the whole of the Probation Service in England and Wales.

Harry Fletcher

identifying trends. Has your area had the information yet?

Some initial (national) analysis of actual and predicted re-offending rates for community sentences between 2000 and 2004 suggests that actual rates of re-offending are lower than had been predicted and rates particularly for CPROs and, to a lesser extent, CROs have seen an improvement in the re-offending rates associated with them. Whilst this is interesting (and politically useful), it is not robust evidence that community sentence type affects re-offending rates but it does indicate that re-offending rates for those subject to community sentences between 2000 and 2004 improved.

Workload Measurement

The National Workload Measurement Tool Project Board met on 22 June, for the first time since last October. The lack of resources for the NWMT continues to be of concern and the inability of the Project Team (essentially one person) to properly Service Area needs for advice/training is putting the further roll out at risk. Napo has once again put its concerns in writing to NOMS and a reply is awaited.

Interesting information did however begin to emerge at the meeting in respect of timings for case management. Quietly (and very slowly due to resource restrictions) work has been going on reviewing the timings for case management across the four tiers and for the first time work has been done on timings for case management in Unpaid Work. A draft report was presented and it is hoped that this will be formally presented and adopted at the next meeting, which is scheduled for August. This piece of work indicates that existing

Professional Committee

Over the past year Professional Committee has been involved in progressing the various 2006 AGM resolutions and in setting up a number of working parties. On-going work has also included promoting the Probation Service (the updated Napo Statement of Probation Values was used in the Napo briefing for the House of Lords on 'Probation Purposes' during the Offender Management Bill debate), and retaining POs in programmes which remains part of the wider role boundaries issues. The committee has also contributed to cross Committee working parties on hostels, domestic violence and hate crimes.

Given the wide range of work Professional Committee is involved with, new committee members from across all grades and roles (especially PSOs, YOT, Unpaid Work, Hostels and CAF/CASS) would



© Stefano Cagnoni

timings used within the NWMT for case management actually understate the required time allowances by a significant percentage. However; these timings may need to be re-visited or revised in the light of the new National Standards.

Probation Resource Model

The Probation Resource Model is a piece of software that has been developed for NOMS by Price Waterhouse Coopers. It has been sent out to all Area Treasurers for 'road testing'. On the face of it, it is a very useful tool that will enable the calculation of costs (for the provision of services) and match these against budgeted income. It should also enable Areas to properly calculate their staffing needs (front line staff) at different grades and again match these figures against actual staffing levels. If it works well it could herald a more sophisticated approach to workforce planning. It is hoped that this tool will be demonstrated to staff reps locally so that there can be a shared critique of its efficacy.

Mike McClelland
National Chair

be very welcome. If anyone is interested in becoming a Committee member and wants more information please contact the committee chair Deb Borgen (London Probation) or myself.

On the fringe at AGM

Following on from the success of last year's AGM fringe meeting, Professional Committee is proud to announce that the title for the forthcoming fringe meeting at the 2007 AGM in Scarborough will be 'Probation and Change – Reclaiming Quality', with guest speaker Martin Wargent. This meeting, which will be on Friday evening, will focus on the Committee's work, for the forthcoming year, on promoting good practice issues within the Probation Service.

Kathryn Alsop
Professional Committee

Assurances on Local Commissioning

Although Napo, and its supporters in the Lords and Commons, did not succeed in its objective of getting the Government to commit to local commissioning with an amendment to the Bill, we nevertheless achieved strong assurances both in writing and in Ministerial statements in both Houses.

The Secretary of State, Jack Straw, put these assurances in writing to MP Neil Gerrard before the final debate in Commons, and during that debate, Probation Minister, David Hanson stated:

'I referred in my opening remarks to the efficient scale of services at regional and national levels. As I say, certain things will need to be commissioned at those levels, but other areas of work could be undertaken at the local level. It is important to get the balance right, but it is certainly our intention that the local lead provider should undertake the relevant commissioning.'

At this point he promised to consider the possibility of a Government amendment on local commissioning. This did not materialise when the Bill returned for its final session in the Lords on 24 January. However, referring to the matter Baroness Scotland, for the government, said:

'My right honourable friend has given consideration to the matter but continues to believe that it is not necessary or appropriate to make those commitments in the Bill. He has made the position very clear on the floor of the House, as has my right honourable friend the Secretary of State for Justice and Lord High Chancellor, in correspondence which I hope that a number of your Lordships will have read. That states very clearly how we propose to continue with the matter. All our plans for implementation are based around that concept. The letter makes it absolutely clear how the Government intend to proceed.'



Baroness Scotland.

In response Baroness Anelay (who had tabled the Lords' amendment on local commissioning on behalf of the Conservatives), said that she accepted there was a considerable advance on the

Government's position. However, she went on to say 'but it still does not change the fact that the Bill puts the power for commissioning centrally in the hands of the Secretary of State. I also accept from what the Minister has said that the Government have given assurances, which are on the record. No doubt Parliament will seek to hold the Government to account if they decide to do otherwise.'

Jack Straw's letter

In his letter to Neil Gerrard, dated 17 July, the Secretary of State said:

'Some very specialist, low volume, high-cost services may be commissioned on a national basis. But commissioning at the national level will generally focus on setting the overall objectives, standards and targets for the system. The National Commissioning and Partnership Framework will set out the strategic intentions for commissioning, the areas of focus and the national targets and measures for the coming year.

Regional commissioners will commission some services directly on a regional basis, where this is most appropriate, for example in the case of specialist services or to enable an intervention to be delivered across prison and probation to support end-to-end offender management. But other services will be commissioned at the area level by the local lead provider with whom the regional commissioner will contract for that purpose.

Local

The lead provider will thus act as both provider and commissioner. Lead providers will concentrate on delivering the core offender management work, while

commissioning much of the interventions work from local providers, based on their assessment of what is most effective at reducing re-offending for local communities. Provided their performance meets the requirements, the lead provider in a probation area will be the probation trust.'

Harry Fletcher

The full text of the letter and that of an earlier letter on local commissioning can be found on the Napo website together with the final debates on the Bill in both Houses www.napo.org.uk

Napo at Tolpuddle



Napo joined thousands of other trade unionists at this year's TUC Tolpuddle Festival in Dorset in mid July. The three day festival celebrates the origins of the trade union movement in 1833, when six agricultural workers formed a union to campaign for better pay. The 'martyrs' were deported to penal colonies in Australia, but pardoned following a public campaign for their release. Napo's centenary exhibition was on display at the three day festival in Dorset, and Napo's banner joined the annual march along with banners from the rest of the trade union movement.

The work of the Equal Rights Committee explained

Napo has various national committees which cover a variety of different tasks. The Equal Rights Committee's role within the union is threefold.

- We undertake work as directed by members either through AGM/NEC motions, or via a concern raised by an individual member either directly or through an official, or through the normal consultation process with our employers.
- We undertake work that arises from other committees such as cross committee work on Napo policies or providing advice on specific pieces of work in terms of Equal Rights.
- Committee members act as monitors for NEC.

The ERC meets four times a year with additional meetings of small working groups to undertake specific tasks. The work of the committee varies according

to what motions are passed and issues are raised but we try to cover all aspects of diversity. The committee has two national link officers – traditionally the Chair and one Vice-Chair – through whom we link with all the autonomous groups and from which areas of work can arise. It is also involved in writing Napo policy booklets, and members of the committee are currently working with member of other committees on completing our domestic violence policy.

In recent years, however, the committee has struggled to fill places. All members interested in Equal Rights are welcome and we would like the committee to be as representative as possible. If you are interested in finding out more and possibly joining us next year contact either Robbie Bourget or Ros Kamara.

Fariha Quraishi
Equal Rights Committee

ASBOs: a thorough review

Children's Minister, Ed Balls, was interviewed in the Daily Mirror during the summer and was quoted as questioning the effectiveness of ASBOs. In mid-August all courts were officially warned that under-18s who breach ASBOs should not normally be jailed and that adults should only be jailed for reasonable periods. The changes follow the revelation that nearly half of all people breached in 2005 for failing to comply with their ASBO were sent to prison.

The guidance notes that accompany the 1998 Act which introduced ASBOs clearly state that the under-18s should not be the subject of an ASBO unless they commit anti social behaviour with an adult. However, this has not happened in practice. On 17 August the Sentencing Guidelines Panel said: 'In principle custody should be used less frequently for youths, so the threshold should be set at a higher level than the custody threshold for adults.'

The Panel added that the courts should normally impose a community order on juveniles unless it is impossible or impractical. Indeed, if the ASBO breach did not involve any harassment, alarm or distress, then the young person should be fined.

In various statements Napo again called for a review of ASBOs, pointing out that the measure did not deal with the causes of anti social behaviour, it was a prohibition order which in most cases merely moved the problem somewhere else.

Harry Fletcher

Prostitutes face incarceration

In a press statement last month Napo warned that thousands of prostitutes face the prospect of being jailed for up to 72 hours if they fail to obey new court orders set out in the Criminal Justice and Immigration Bill. The proposals effectively turn the clock back 25 years.

It was an offence under the Sexual Offences Act 1959, as amended by the Criminal Justice Act 1982, for a prostitute to loiter or solicit for the purposes of prostitution. The 1982 Act took away the power to imprison those found guilty and imposed fines. However, during the 1980s and 1990s there was serious criticism of the courts for imposing fines that were so large that there was no hope of them ever being paid, and most of the women ended up being jailed for non payment. It was a route to custody by the back door.

However, under the proposals in the Bill, which is due to be debated in Parliament in October, the courts will be given the power to make an order, instead of imposing a fine or any other penalty. The order will require the offender to attend a series of three meetings with a named supervisor who will in all probability be from the Probation Service. The purpose of the order is 'to promote rehabilitation, by assisting the offender to address the causes of their involvement in prostitution and to find ways of ending that involvement'. The supervisor must have appropriate qualifications and experience.

The Bill makes it clear that a failure to attend any meeting constitutes a failure by the offender to comply. The supervisor must notify a magistrate if he or she is of the opinion that the offender has failed to comply without reasonable excuse and the magistrate will issue a summons to appear in court or a warrant if the offender fails to appear. The court then has the power to impose any other penalty that would have been available to it in the first place and, controversially, the Bill also gives the courts the power to detain offenders when they are arrested for a maximum period of 72 hours on remand in prison. If the offender is under 18 she will be detained in a place of

safety within the meaning of the Children's and Young Persons' Act.

The failure to attend rate is likely to be very high. The breach rate for anti social behaviour orders is over 60% and Napo predicts there will be a similar outcome for these orders. In addition more prostitutes are likely to be brought to court and sentenced, as research shows that both the police and the courts invariably make great use of new powers. Thousands of prostitutes, therefore, face the prospect of short periods in jail for failure to attend and this in turn will lead to yet more prison and police cell overcrowding.

In Napo's view, these new measures will turn the clock back by 25 years. The law should protect prostitutes and the public from exploitation and organised crime, but not criminalise the prostitutes themselves. It has been the case for decades that women are driven into prostitution because of high unemployment and poverty, and most recently drug dependency.

The Bill is silent on what resources and powers will be given to persuade prostitutes to change their lifestyle and certainly no resources are available to change their economic circumstances.

In the press statement Napo, said: 'This is yet another example of the state's wish to exert moral disapproval of prostitution whilst at the same time recognising that it will not go away. The Bill reintroduces punishment and custody by the backdoor. Thousands of prostitutes will be criminalised and face three days needlessly in jail at the time when the system is in meltdown. What the Bill should do is decriminalise prostitution and the Government should at the same time provide viable economic alternatives, affordable housing, and training. Counselling should be provided on a voluntary basis but compulsory attendance at three meetings, backed up by the threat of three days incarceration, will make no difference.'

Harry Fletcher

Training Update

PC18/2007 introduces the PSO learning and development programme – Passport to Practice. Napo welcomes this development and believes that this time round it will succeed because all the main stakeholders are on board. Passport to practice will prepare PSOs for the new Offender Management Qualification that is being developed, enabling them to compete on an equal basis.

Napo is working to ensure that the training is built into APEL (Accreditation of Prior Experience and Learning) and CATS (Credit Accumulation and Transfer Scheme), so it becomes a credible award. We are also pushing for further resources, as the £800 per PSO is wholly inadequate. Napo has also suggested that regional and local Training Needs Assessments should be undertaken to assess where PSOs are in terms of experience, and which aspect of the Passport to Practice is relevant.

New Training Arrangements

The proposal is for a modular Offender Management and Interventions Qualification framework accessible to ALL staff. The new arrangements introduce a number of issues, all of which will require negotiations with the trade unions. These include a Licence to Practice register; setting pre-entry criteria and selection for training programmes; linking qualifications to pay and reward and agreeing what training is mandatory. We will also need to ensure that procedures like appraisal and capability deal with the employee as a learner rather than through separate arrangements as at present with trainee probation officers.

The contract is due to be let for the development of the OMIQ. The new curriculum for the qualification is expected to be completed by December 2007.

Cordell Pillay

Napo's ULR Project: Learning and Development

Napo has been successful in its bid for unionlearn funds to take forward its Learning and Development Agenda. The first stages of the project were the appointment of a Project Manager and the establishment of the Project Steering Group.

Napo is pleased to announce the appointment of Ranjit Singh to the post of Project Manager. Ranjit comes to us with a wealth of knowledge in the area of learning and development and trade unions. He worked as a project worker with the Midlands TUC Learning Services, promoting and supporting the role of the union learning rep (ULR), and as National Project Co-ordinator for

unionlearn, developing the specification for the network of trade union Skills for Life advocates. He has proven knowledge and experience of equality and diversity and of working with trade unions and professional associations.

Ranjit will be in touch with all branches in the coming months to provide more information on the ULR Project and the role of the Union Learning Rep. He is currently in the process of putting together the 'Project Road Show' and would welcome contact from any members interested in becoming a ULR, or from branches and probation areas that want to find out more. Ranjit can be contacted



at Napo on 020 72234887 or email rsingh@napo.org.uk

Project Steering Group

The project steering group held its inaugural meeting on 9 August. The group consist of: Ian MacNair, Director Midlands Consortia; Mandy Pointon, Project Development Manager NOMS; Mike Caldwell, Governance Manager, PBA; Judith Thompson, Sector Lead, Skills for Justice; Mike McClelland, Shireena Suleman, Ranjit and myself from Napo.

The Steering Group is in the process of agreeing its terms of reference. Its main object, however, is to steer the implementation of the project and to promote and publicise the ULRs, and the projects overall objectives, in the PBA, NOMS, Probation Areas, CAF/CASS and Napo.

Napo Learner of the Year

Napo is keen to highlight positive examples of members' engagement with any form of learning or personal development. Branches are asked to identify individuals to undertake the ULR training so their branch can be represented in Napo's, and the unionlearn, Award Scheme. The Napo ULR of the Year Award will be launched by Brendan Barber, TUC General Secretary, at AGM.

Cordell Pillay

Probation Service Christian Fellowship weekend

Please come and join us for a weekend of fellowship and refreshment at Windmill Farm Conference Centre, Clanfield, Bampton, Oxfordshire.

12-14 October 2007.

This year's speaker will be Rev Graeme Dodds, a Baptist minister from Leeds, and former ex-offender and prison chaplain.

Contact Margaret Gateley, Probation Department, HMP Springhill, Telephone 01296 443151

'Not by might, nor by power, but by my Spirit, says the Lord' *Zechariah 4:6*



Are we an ageist organisation?

Last year's AGM passed a motion asking Equal Rights Committee to look into whether the Services' recruitment procedures discriminated against individuals on the grounds of age.

All areas were contacted for information on their recruitment procedures. From the responses received it was shown that no area at present monitors the age of the applicant. Without this information it is difficult to establish, other than anecdotally, whether areas discriminate against employees either at initial recruitment or at point of promotion on grounds of age.

The Committee also looked at the sorts of publications where job vacancies are advertised. Again there seemed to be a cross section of mediums and papers used by most areas, including specialist magazines for some of the support service roles. There was no conclusive evidence that the medium used for advertising vacancies was not accessible to individuals due to their age. We were not able to collate detailed information on the types of questions asked at interview. ERC will continue to monitor this and to gather further evidence.

**Fariha Quraishi
Equal Rights Committee**

Family Court Committee

Family Court Committee held its final meeting of the Napo year in August. As well as progressing various pieces of work, including an important policy paper on children's rights, the Committee reflected on what has been a particularly busy and demanding year.

A great deal of time has been taken up with compiling written responses to policy and practice initiatives from CAF/CASS and the Government in the field of family court practice. The wider implications of newly-developed national practice models in both private and public law are still to be fully absorbed and understood but it is inescapable that practice will be expected to undergo fundamental changes in the months to come. The committee will be proposing a key motion to the AGM at Scarborough voicing concerns about much of what is happening.

Napo policy and practice

Necessary though it is to submit careful professional responses to all these consultations, the committee has also been looking to ways of promoting Napo's own policy and practice guidelines wherever possible. One way of doing this

is the annual Family Court Conference and this year saw a very successful conference focussing on the diversity of parenting norms and expectations. The 2008 Conference has been fixed for 21 February, again in York, and will be looking at the tensions between agreement and assessment that can arise when concerns about children's welfare are brought into the court arena.

In the coming year, Family Court Committee would like to develop further pieces of work from its own initiative, and improve working links with other pressure groups to provide extra potential for campaigning. To do so the committee will need to be at full strength. The pattern of continuity over the last few years will come to an end at AGM when some current members will be standing down. This would be an appropriate time, therefore, for CAF/CASS members to consider joining the committee. For further information please talk to your regional co-convenor or contact me directly on 0161 480 5450

**Jim Kelly
Chair, Family Court Committee**

Adverts

Pefkohori (Halkidiki)

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. £250-£400/week.

07974 302780

Janine.Heatherley@googlemail.com

Cumbria

Relax in the Lake District. Simply furnished 3 bed-roomed house. Peaceful setting with rural views, 4 miles from Ullswater and 5 mins walk to the Rheged Centre with restaurants, cinema and play areas for children. Large private garden with ample parking. Dogs welcome. Costs from £150 - £350.

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

Vendee, France

Special half price rates – 3 new gites, fully self-contained. 3 mins from wine route. 40 mins from beaches. Lovely quiet rural life. Modern shopping centre and vibrant night life. Travel by ferry or fly to La Rochelle.

www.frenchescape.co.uk. Tel:01622 609615

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.kenna@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 dorothy Slater@hotmail.com

Whitby – North Yorkshire

Refurbished cottage in heart of Whitby near famous 199 steps/Abbey, piers, and marina. Kitchen/diner, comfortable lounge, TV, DVD. Sleeps 6, excellent base for walking and exploring. Robin Hoods Bay 10 mins, York 45 mins by car.

Contact Karen on 07895172477 for details/ brochure.

East Yorkshire Coast

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

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

Turkish Riviera – Side

2 bed apartment for rent, shared swimming pool. Sun 300 days a year, 15 mins walk to sandy beach, beautiful mountain scenery. 1 hr from Antalya airport. April, May, June, and October £160 pw. July, August and September £175 pw.

e-mail carole.lewis@cafass.gov.uk for brochure

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

Southern Spain

Three bed villa with private pool, Vinuela, Andalusia. Situated in a tiny village in area of outstanding beauty. Malaga airport 50 mins, Granada airport 90 mins. From £250 per week. 10% discount 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 3 double beds (Campagne-sur-Aude). TV, DVD, washing machine. Stunning scenery, sporting facilities, historical sites 60 mins. Airport 45 mins. Prices from £150-£250 per week.

Contact Fiona or Paul on 01273 270198. f.bauermeister@ntlworld.com mob 07717151642

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

Tel: Margaret Fraser 01527 879446

Supporting Learning Needs

Napo is embarking on one of its most significant projects to support the learning and development needs of members and the union needs your help.

There are approximately 18,000 Union Learning Representatives (ULRs) who, during 2006 alone, provided advice and guidance to 670,000 trade union members on issues connected to their education, training and professional development needs. ULRs secure a new focus on learning and skills in the workplace.

In partnership with unionlearn and with finance from the Union Learning Fund (ULF) Napo is embarking on its fourth round of identifying and training its own network of ULRs.

In order to ensure that Napo ULRs are best placed to increase professional development opportunities for members and ensure fair and equal access to these, it is proposed that they are strategically linked to regional consortia.

Our next residential training event is: 4-6 December 2007 – T & G, Eastbourne Centre, East Sussex

The main purpose of training is to:

- Understand how best to identify individual and group learning goals
- Identify existing learning and development opportunities
- Identify how best to negotiate change on training issues with their employer

Nominations for attendance at these events must be approved by your branch chair. Please return to Jeannie Ah-Fong at: Napo, 4 Chivalry Road, London SW11 1HT.

Name: _____

Membership No: _____

Address: _____

Postcode _____

E-Mail _____

Name of Branch Chair: _____

Branch Chair Signature: _____

AGM 2007

**Scarborough
19-21 October
Changing Lives.**

**Make sure you register
before 28 September to
save £20!**

Early registration costs £25 (£15 TPOs, unemployed and retired members) and includes entry to all events during AGM, refreshments during conference breaks and live entertainment on both the Friday and Saturday evening

Late registration fees are £45 for all categories and members and guests.

Registration forms from Chivalry Road 020 7223 4887 or the website or register online www.napo.org.uk

Friends and family welcome

- **Bring a guest for just £25 (before 28 September)**
- **Free crèche throughout Conference**

Conference events

Friday morning

Into the next century - the Future of Probation with the Secretary of State for Justice, Jack Straw (tbc), and Baroness Anne Gibson.

CAFCASS Section AGM – 11.00am to 1.00pm.

Saturday morning

Probation members will be able to participate in a major discussion on the role of the Service in public protection led by PBA Chief Executive, Christine Lawrie, and Tim Bryan, Chaplain at HMP Wandsworth and former DCI seconded to the Public Protection Unit.

Family Court members will have the chance to discuss current issues in CAFCASS with Board Chair, Baroness Pitkeathley. Ed Balls, Secretary of State for Children, Schools and Families, has also been invited for this session.

Speakers during the three days will also include John Grogan MP, Brendan Barber, TUC General Secretary, and John McDonnell MP, JUPG Secretary.

On the Fringe

Fringe meetings this year so far include:

Workplace Representation and Employment Tribunals

A workshop with members of Napo's National Representation Panel and Joe O'Hara, Thompsions Solicitors



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)* _____

New grade _____

New address _____

Postcode _____

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

Work telephone no. _____

Date effective from _____

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

I have changed Probation Area

from _____

to _____

Date effective from: _____

I have left the Probation Service

I have left CAFCASS

Date left: _____

Protect Your Own Health At Work

This meeting will focus particularly on workloads and stress

Further Serious Incident Enquiries - their impact on staff and the service

A meeting to share experiences and discuss strategies for Napo's response.

Probation and Change – Reclaiming Quality

How to promote good practice issues in the Service, with guest speaker Martin Wargent, former PBA Chief Executive

There will also be a PSO Forum, a reception for manager members, and LAGIP, NDSN, ABPO and Women in Napo meetings.