

NEWS UPDATE

NOVEMBER 2009 | A MONTHLY DIGEST FOR PROBATION BOARDS AND TRUSTS

PROTECTING JOBS VIA PRUDENT FINANCIAL MANAGEMENT

by Christine Lawrie
Chief Executive

The Association is intending to put an emphasis on protecting jobs through prudent financial management in the current pay negotiations with the unions.

We particularly note the comments made by Jack Straw in his recent Written Ministerial Statement about his concerns for the prospects of employment for Trainee

Probation Officers.

We recognise that, despite a slightly more generous budget settlement than expected, boards and trusts will still have a reduced budget next year.

The economic climate for the entire public sector continues to be harsh and our priority must be to protect jobs. The Management of Change process is working. There have only been three compulsory redundancies this year.

The Association has issued two pay consultation

questionnaires recently. The first survey of general issues went to board and trust chairs, but we copied the second more widely because it asks for some specific financial information.

We are particularly interested not only in how much members are prepared to increase their pay bill, if at all, but also how they would like to apportion it in terms of salary progression and cost of living.

We would very much appreciate returns by Friday, November 20.

PROMOTING LOCALISM

The Association has continued to develop and promote its calls for a reform of probation performance targets to reflect the localism agenda.

The Association exhibited at the Local Government Association's **Crime and Safer Communities** conference last month.

Policy Development Manager Ian Fox and PR and Communications Manager Neil Lampert spoke to local authority managers about their engagement with probation and the issues contained in the Association's performance and localism [Discussion Paper](#).

Ian said: "Many delegates enquired as to what approach probation would be adopting towards local crime reduction partnerships from April 2010 when boards and trusts move from 'co-operating body' to full 'Responsible Authority' status."

The Association will publish a discussion paper update this month which will provide an analysis of feedback, guidance and next steps advice to boards and trusts.



The PA's Ian Fox speaks with community safety officers from the West Midlands

PRACTICAL GOVERNANCE PROJECT STUDY DAY NEARS

The findings of a project looking at implementing key aspects of the new Governance Handbook for Probation Trusts, published by NOMS, are to be discussed at a study day.

The Association and NOMS launched the Practical Governance Project in April this year to help trusts put best governance into practice.

Led by Ben Emm, of Auriola Consulting, the project has produced a Gap Analysis Report, published on our website [here](#), on the responses of 25 boards and trusts to a survey conducted across the summer.

This found that, against around 40 per cent of the criteria, boards are satisfied with the quality of their work, but that against the other 60 per cent they recognise they have more work to do.

A Study Day will be held on 19 November at the Westminster Suite, Boadway House, Tothill Street, London, to consider and disseminate the findings of the analysis. Places are still available. Please contact Ben Emm at ben.emm@auriola.com to book.

A final report is due in January 2010 which will assist in the further development of best governance practice.

OFFICE DIARY

2 November	NNC Joint Working Group
6 November	<i>HR Manager</i> : Employee Relations Working Group
9 November	<i>Chief Executive</i> : South West Region Scrutiny Seminar
10 November	<i>Chief Executive</i> : Academy Executive Group, Awayday
11 November	<i>Governance Services Manager</i> : NOMS Finance Group meeting
12 November	<i>Chief Executive</i> : PCA meeting
17 November	<i>Chief Executive</i> : Academy Executive Group
18 November	<i>Governance Services Manager</i> : Probation Qualification Framework Project Board NNC Joint Working Group <i>Chief Executive</i> : Trusts Development Team
19 November	Practical Governance Study Day
20 November	<i>Employment Relations, Pay and Policies Manager and HR Manager</i> : Probation Qualification Framework HR Interfaces
25 November	<i>Governance Services Manager</i> : National Probation Service Information Communication Technology Board <i>Employment Relations, Pay and Policies Manager</i> : Employee Relations meeting <i>Chief Executive</i> : Probation Trusts Programme Board <i>Chief Executive</i> : Probation Awards 2009
26 November	PA Council meeting
27 November	Future Options Round Table <i>Employment Relations, Pay and Policies Manager and HR Manager</i> : Joint Union meeting
30 November	<i>Chair, Members, Chief Executive and Employment Relations, Pay and Policies Manager</i> : Pay Negotiations

PLACES LEFT AT ICT CONFERENCE

Chairs and chiefs (or their representatives) can still book places at an Information Communication Technology Conference being organised by the Association.

The event will focus on the local governance of computer systems and feature area case studies highlighting best practice. Plenary sessions will address the ICT implications of mergers/trust status and ICT funding and recharge transparency.

The keynote speaker is Phillip French, NOMS ICT Director, and chair will be Christine Goldstraw, Chair of Nottinghamshire Probation Board and the Association's Audit Committee.

Working Together for Effective ICT for Probation will be held in Church House, Westminster, on December 2, in partnership with the Ministry of Justice.

Bookings should be sent to yjankowski-doyle@probationassociation.co.uk.