



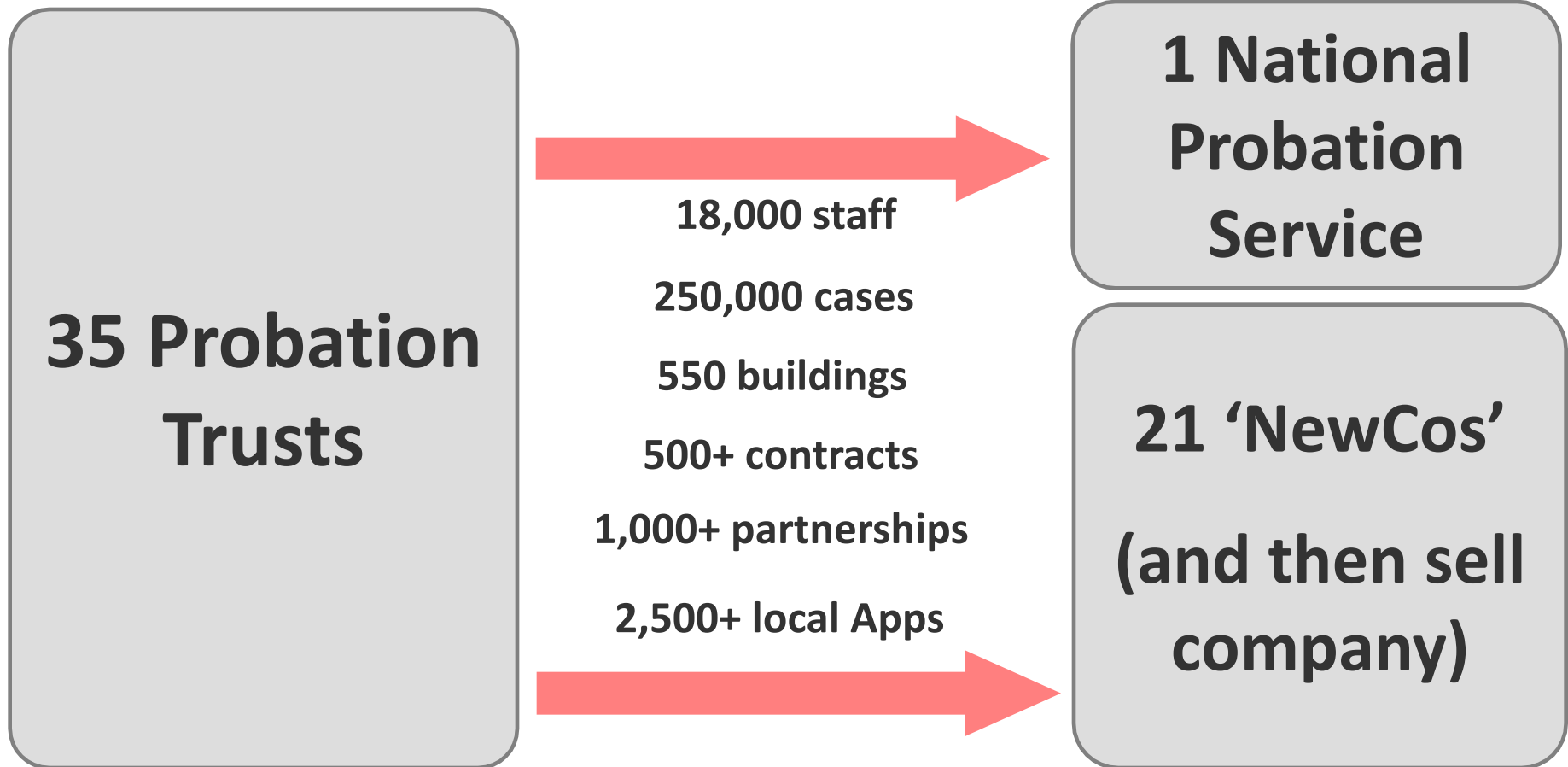
Transforming Rehabilitation

June 2013

What is the purpose of the briefings?

- Ensure all staff are aware of the Government's proposals for change and the planned timescales
- Share what we know about the Government's implementation plans – and be clear about what we don't yet know
- Give staff the opportunity to discuss the implications and challenges ahead and to ask questions

Quick summary of planned changes





What is the Government hoping to achieve?

- Reduced costs
- Reduced reoffending
- Reduced size of public sector
- Greater involvement of private sector

The new National Probation Service

- Approx 30% of the business.
- Will deal with high risk offenders, including MAPPA cases, plus breaches, services to Courts, Approved Premises and Victims work
- Regional structure – local LDUs, a local manager & senior manager structure, ultimately managed by NOMS via a regional Deputy Director and overall a national Director
- Relevant staff will transfer over to NPS and become civil servants

Newco



- The 35 Trusts have been organised into ‘Contract Package Areas’ – 21 across the country. DTV is a CPA on its own – current geographical boundary.
- A “Newco” will be set up in each CPA, owned by the Secretary of State, to take on the remaining work of the Trust.
- Staff will become employees of the Newco rather than the Trust, which will no longer exist.
- The bidders will bid for ownership of the Newco (purchase of shares) and Payment by Results will come in.

What happens next?

Four key issues:

- 1) Keeping the “day job” going – business continuity
- 2) Transfer to NPS
- 3) Transfer to Newco
- 4) DTV response

What happens next?

Phase 1: by end August 2013 ("Mobilisation")

- "Split on paper" within each Trust
- NOMS will provide Trusts with criteria to identify which **offender cases** will go into the NPS and which will go into the Newco
- Staff will NOT be identified by this stage – processes for this not yet agreed nationally

What happens next?

Phase 2: by April 2014 (“Internal Restructure”)

- Allocate staff and cases to NPS/Newco using processes agreed nationally
- Implement “shadow” arrangements for new structures

Phase 3: by October 2014 (“Transition to New Structures”)

- Transfer staff to NPS/Newco
- New operating model goes live

Phase 4: by December 2014 (“Go live”)