

National Negotiating Council for the Probation Service

**To: The Chair of the Probation Trust
The Chief Executive of the Probation Trust
(Copy enclosed for the Head of Human Resources)
The Secretary to the Probation Trust
Members of the NNC**

30 September 2010

NNC CIRCULAR NO.10/2010

Dear Madam/Sir

Probation Qualifications Framework (PQF)

At its meeting on 15 April 2010, the National Negotiating Council received a report on the PQF together with a copy of the managerial guidelines. The Council was also informed that, in more general discussion around the PQF, trade union colleagues, whilst recognising the local flexibility the new framework brings, have expressed concern about potential tensions, for example, whether the framework will be implemented consistently across the Areas; local arrangements for workforce planning and backfilling and so on.

The Joint Secretaries recognise that the new framework has to bed in over time and that any new system is likely to have teething troubles. For that reason, we write to ask that any HR/employment issues which arise requiring guidance, clarification or a problem solving intervention should be referred to the Joint Secretaries at an early stage. (Queries relating to the curricula, content, materials and pathways of the qualifications which comprise the PQF should be referred to the NOMS PQF Implementation team which will refer to the PQAB as appropriate.)

In this way, any learning from these experiences can be quickly disseminated to support the robust implementation of the framework across the service. It is also proposed that the ongoing implementation of the PQF should be a routine item for discussion at the regular meetings of the Joint Secretaries. It is hoped that this will provide some reassurance to all parties that any lack of clarity, differences in interpretation or potential tensions developing will be detected and resolved at the earliest opportunity.

Yours faithfully

**Christine Lawrie
Jonathan Ledger**

Joint Secretaries

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