

Site

Newcastle Probation Service

Name of project / initiative

Practice Improvement Group

Overview

The Practice Improvement Group, known as the PIG, meets 4-6 weekly, and focuses on sharing good practice, as well as identifying areas for improvement, including skills gaps to address. The group has representation across all grades across Newcastle PS, and its members are responsible for consulting with their colleagues and feeding back to them. Relevant subject experts are also invited to the meeting as guests where the group wishes to focus on a particular topic. The meeting's agenda includes: examples of good practice, recent training attended, potential skills gaps across the workforce, areas for practice improvement, and suggestions for improvement. The group publicises areas of good practice and useful training they have identified, and raises other findings with management.

Its impact

The group believe that the PIG has had a significant positive impact in helping to drive up standards of practice across the PDU, as well as celebrating good practice and improving staff engagement and confidence in all aspects of the performance improvement process.

What's special about it

The group believe that the PIG is unique to Newcastle PS, certainly within the north east region. They feel that it is the way that it involves and engages staff at all levels in improving standards of practice that makes it stand out.

Wider applicability

Newcastle PS feel that a similar approach could be readily by rolled out more widely across the probation estate.

For more information:

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