



HM Prison &
Probation Service



East of England

National Probation Service
Public Protection Team

Name: Josiah Uma
Address: ICT Training Specialist
Performance & Quality
East of England

Date: Thursday 20th February 2025

Dear Josiah,

Re: Reward and Recognition Scheme Nomination for Public Protection Team:

I am writing to advise you of the outcome of the Reward and Recognition Board.

The Reward and Recognition Board met on 18/02/2025 and I am pleased to advise that they have awarded you £75 voucher in recognition of your work.

The circumstances of the exceptional work as per the nomination are as follows:

Writing from nomination form:

To Josiah who:

County Lines Data:

For a piece of work he completed that involved drilling down and providing data on our County Lines cohort. Josiah took time to talk me through the process of how the data sets could be prepared, he then offered to do the initial preparation work and supply the data, so that we were able to identify cases that required County Lines registration. This piece of work has been outstanding for some time, and Josiah took on this task as an addition to his usual workload. Josiah has been a real life-saver and provided us with a quick fix that meant I didn't have to go through the trauma of having to try to create the caseload data set myself.

The Board felt that this excellent service deserved recognition.

I would therefore like to personally thank you for the dedication and commitment that you bring to the National Probation Service. It is such attributes that enable us, as an organisation, to succeed in the work that we undertake on a daily basis.

Thank you and well done once again.

Yours sincerely,

Charlotte Belham
Head of Public Protection



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Mark Swain

Head of Performance and Quality
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George Street, Huntingdon
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T 07542 945 267

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8th July 2025

Josiah Uma
Reward and Recognition

Dear Josiah,

Turshia Park has nominated you for a Reward and Recognition award and has said the following:

Josiah supported with recent QDO interviews. Josiah volunteered and was on the interview panel, despite his own workload at the time. He was great panel member – and feedback from some candidates about the panel was positive in that they made candidates feel comfortable. Josiah asked a number of the behaviour and strengths questions in the interview and asked follow ups when required. When scoring Josiah was fair and considerate and offered useful input. It was great to work with Josiah on this and his input was invaluable.

This was reviewed at our Performance & Quality Workforce Planning Board and a £25.00 voucher awarded as a token of our appreciation for the work you have undertaken. Well done!

Yours sincerely,

Mark Swain
Head of Performance and Quality



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27th March 2025

Josiah Uma
Reward and Recognition

Dear Josiah,

Sian Galsworthy has nominated you for a Reward and Recognition award and has said the following:

I have nominated Josiah for R&R for taking time to train P&Q staff in co-pilot. Josiah took time to walk through co-pilot and didn't just talk us through it he showed us tangible ways to use it to improve our work specific to our roles, the training was so helpful and because of Josiah's training I already feel I am able to work more productively after listening to his hints and tips :)

Well done Josiah please keep up the good work. As a token of my appreciation, we have requested a £100 e-voucher which you should receive via email shortly. Enjoy!

Yours sincerely,

Mark Swain
Head of Performance and Quality