Report of Voting

13 November 2026

INDUSTRIAL ACTION BALLOT – Napo

TRADE DISPUTE WITH THE PROBATION SERVICE (HMPPS)

ENGLAND AND WALES - WORKLOAD

Our independent scrutineers' report, as required in accordance with section 231B of the Trade Union and Labour Relations (Consolidation) Act 1992, for the above ballot which closed at **noon** on **Friday, 13 November 2026** is as follows:-

The means of voting in the ballot was: **Electronic voting and Hybrid voting**

Number of individuals who were entitled to vote in the ballot	**7,741**
Number of electronic voting forms submitted	**5,453**
Number of voting papers returned by post	**20**
Total number of votes cast in the ballot	**5,473**
Votes cast in the ballot as a % of individuals who were entitled to vote	**70.70%**
Number of spoilt or otherwise invalid voting papers returned and electronic voting forms submitted	**84**
Number of submitted electronic voting forms which were discounted by the scrutineer following a request from the person who submitted the electronic voting form	**0**

QUESTION: ARE YOU PREPARED TO TAKE PART IN STRIKE ACTION?

Result of Voting

Yes	**4,087**	**75.84%**
No	**1,302**	**24.16%**

We are satisfied:

a) that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot

b) that the arrangements made with respect to the following matters, so far as relevant, included all such security arrangements as were reasonably practicable for the purpose of minimising the risk that any unfairness or malpractice might occur— (i) the production, storage, distribution, return or other handling of the voting papers used in the ballot; (ii) the production, distribution and storage of voting access methods and the maintenance of the electronic voting system; (iii) the counting of the votes

c) that we have been able to carry out the functions conferred on us under section 226B(1) without any interference from the trade union or any of its members, officials or employees.

No changes were made to permissions to access and edit the electronic voting system during the ballot.

We would draw your attention to subsection 231B (2) which requires that, for a six month period starting from the date of the ballot, a copy of this report be made available, on request, to any person who was entitled to vote in the ballot and the employer of any such person. A reasonable fee may be charged for this service.

Civica Election Services

13 November 2026

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Number of voting papers returned by post	**20**
Total number of votes cast in the ballot	**5,473**
Votes cast in the ballot as a % of individuals who were entitled to vote	**70.70%**
Number of spoilt or otherwise invalid voting papers returned and electronic voting forms submitted	**70**
Number of submitted electronic voting forms which were discounted by the scrutineer following a request from the person who submitted the electronic voting form	**0**

QUESTION: ARE YOU PREPARED TO TAKE PART IN INDUSTRIAL ACTION SHORT OF A STRIKE?

Result of Voting

Yes	**4,722**	**87.40%**
No	**681**	**12.60%**

We are satisfied:

a) that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot

b) that the arrangements made with respect to the following matters, so far as relevant, included all such security arrangements as were reasonably practicable for the purpose of minimising the risk that any unfairness or malpractice might occur— (i) the production, storage, distribution, return or other handling of the voting papers used in the ballot; (ii) the production, distribution and storage of voting access methods and the maintenance of the electronic voting system; (iii) the counting of the votes

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