

AGM 08/2025

COMPOSITE MOTION

Composite A

You can't punish someone back to health

(Motions 5 and 9)

This AGM notes that the interpretation of the Probation Attendance Management Policy is becoming more draconian with warning letters becoming the default instead of being used when really necessary.

This AGM believes staff morale and retention would be helped by managers feeling more confident about using their discretion to support members back into work following periods of ill health rather than punishing them for becoming ill.

Napo has already won agreement from our employer that absence management policy should be pursued with more humanity and kindness. Kind words at the top mean nothing if individuals are still subject to cruel and inflexible sickness management.

Managers must be supported in exercising discretion in applying absence policies. Napo will demand from HMPPS a regular review of sickness absence management data and other evidence to firmly establish that management discretion in absence management processes is being encourage and used.

Proposed: Retired Members Network

Seconded: London Branch