



Napo Probation Pay Campaign 2025

Branch Briefing Pack

Issued: July 2025

Campaign Title: Respect Probation. Pay Probation.

Campaign Hub: <https://www.napo.org.uk/respect-probation-pay-probation>

INTRO

Pay talks have reached deadlock so we are now balloting for industrial action because the government has left us with no choice. Ministers have failed to fix the problems they created. So it's up to us, together, to demand better.

Voting in favour of industrial action isn't just about saying you're unhappy. It's about showing you're prepared to take action to win the pay and respect you deserve.

This is your campaign. This is your moment.

BALLOT TIMELINE

- **Ballot Opens:** 25 July 2025
- **Changes of address/ new member deadline:** midday 19 August 2025
- **Last date to post ballot papers:** 20 August 2025
- **Ballot Closes:** 22 August 2025
- **Action (if approved):** Any time within 6 months from ballot closure

Forms of action could include strike action, work to contract and other methods.

BRANCH ACTION CHECKLIST

1. Hold Workplace Meetings

- Organise branch or workplace meetings to discuss the campaign.
- Use this pack to talk through the issues, the pay claim, and what's at stake.

- These can be online or in person; remember they will need to be at lunch time or after work. Invite link Officers and Officials and Ben Cockburn and Ian Lawrence
- Invite non-members part or all of the meeting; if in person have fliers with the joining QR code, if online, have the join Napo link for the chat.
- Encourage members to let us know they have voted by clicking this link: <https://actionnetwork.org/forms/ive-voted-to-respect-probation-pay-probation/> This will let us know which branches may require extra resources to ensure maximum member participation

2. Recruit New Members

- Non-members can't vote now is the time to encourage non-members to join.
- **The deadline for new members to join and be eligible to vote:** Midday 18 August
- Emphasise that a bigger union means more power at the negotiating table.

3. Update Member Contact Details

- Encourage members to check their details are up to date with Napo HQ. They will have received their ballot papers to the HOME address we have on the system for them. **Changes of address must be in by midday 18 August for ballot papers to be sent in time for the deadline.**
- Ensure we have their personal email address and they check it (include junk/spam) regularly. Some communications cannot be sent to work email accounts.

4. Use Workplace Noticeboards and Digital Channels

- Share campaign posters, videos and flyers.
- Use Branch WhatsApp groups or Teams chats to keep up momentum.

5. Plan Mini Actions

- Photo stunts, badge days, branch solidarity selfies.
- Encourage visibility of the campaign and collective unity.

6. Contact Members

- Identify branch activists who are prepared to contact members; divide the branch between you and securely share contact details for members e.g. password protect spreadsheets

- Phone members; ask them if they have heard about the ballot, if their contact details are up to date and reinforce the importance of a strong yes vote.

TALKING POINTS FOR MEMBERS

- "This isn't just about money, it's about the survival of the probation service."
- "We're not striking because we don't care. We're doing it because we do."
- "Probation has been stretched too thin for too long. We need fair pay to protect the public."
- "The police got 20%, prison staff 16.8%, we got 9.9%. It's not fair and it's not right."
- "We protect the public every day. It's time someone protected us."
- "We're asked to manage risk, rehabilitate people, and work miracles but our pay doesn't reflect that."

BRANCHES CAN ALSO:

- Submit letters to local MPs and councillors urging them to back the claim.
- Share member stories (anonymised if needed) with Napo comms team.
- Encourage attendance at regional or national campaign briefings.

FURTHER RESOURCES

- Campaign materials: [<https://www.napo.org.uk/respect-probation-pay-probation>]

CONTACTS FOR SUPPORT

- Campaign Queries: tbassett@napo.org.uk / tburke@napo.org.uk
- Organising Queries: Avalent@napo.org.uk / pwood@napo.org.uk
- Membership Updates: membership@napo.org.uk

**Let's stay united. Let's stay visible. Let's stay loud.
Respect Probation. Pay Probation.**