**Napo AGM 2025 CONFERENCE DOCUMENT**

EMERGENCY MOTION EM A

Short Title: **Protecting Foreign National Staff**

On Monday 13th October 2025 a local Napo Rep from South Yorkshire Branch reported to me, as Branch Chair, that the recent changes in the visa threshold for Skilled Workers in the Home Office Immigration Rules seriously affected a member of the Branch.

Conference should note that these changes remove sponsorship for most HMPPS and Probation roles. Many valued colleagues – Case Administrators, front-line Probation staff and others – now face job loss and/or deportation despite their loyal service. Neither the MOJ nor HMPPS have offered any clear protection plan.

Conference believes that foreign national staff are essential to safe and effective probation delivery and deserve equal security and dignity at work. Sudden rule changes threaten workforce stability, equality commitments and service quality.

Conference resolves that Napo will:

1. Urgently press MOJ, HMPPS and the Home Office for a moratorium on taking away the right to remain and work and to introduce transitional visas to protect existing staff.
2. Campaign jointly with other unions for fair immigration treatment and a public service exemption or the introduction of a “legacy status clause” for affected employees.
3. Support our foreign national colleagues through active representation, campaigning and solidarity across all branches.

Napo stands for justice, fairness and unity. No worker should lose their livelihood because government policy changed overnight.

Proposed: Matthew Pickles (South Yorkshire)

Seconded: Claire Patterson (South Yorkshire)