



## Indicative Ballot Member briefing Napo Probation Pay Campaign

### What's happening:

Napo has launched an electronic indicative ballot asking members to vote on whether they accept the employer's pay offer for 2025/2026.

*This is not a vote on industrial action, but it will influence what happens next.*

### The Offer:

- A 4% increase to all pay points and bands
- A 4% increase to the following allowances: London Weighting, Prison Supplement and Standby
- Removing the minimum pay point of Band A to maintain a 5% difference between the maximum point Band 6

**This is an insult to hardworking probation staff. The Probation Negotiating Committee unanimously voted to advise our members to reject this pay offer.**

### How to vote:

- Ballot opens Wednesday 4 February
- Look out for an email from [takepart@cesvotes.com](mailto:takepart@cesvotes.com) with your unique voting code and instructions

- This email will be sent to what we have recorded as your preferred email address (check your home and work emails including spam folders if you're not sure how you told us to contact you)
- If you haven't received an email by Thursday 5 February, contact [Support-CESvotes@civica.com](mailto:Support-CESvotes@civica.com)
- Feel free to email [membership@napo.org.uk](mailto:membership@napo.org.uk) if Civica have not been able to resolve your issue

### **Key Dates**

- **Wednesday 4 February 2026** – Ballot opens
- **Thursday 26 February 10am** – deadline for new members to join and be able to vote in the ballot
- **Friday 27 February 12noon** – Ballot closes

### **What we need from you:**

- [Update your contact details](#)
- Attend a national meeting and a branch meeting
- Vote in the ballot
- [Use the Teams backgrounds \(plain version for external meetings\)](#)
- Speak to colleagues who are not members of a Trade Union and encourage them to join Napo

### **All member meetings:**

Wednesday 4 February 12.30 -13.30 [Teams link](#)

Thursday 12 February 13.00-14.00 [Teams link](#)

Tuesday 17 February 12.30-13.30 [Teams Link](#)

Monday 23 February 12.30-13.30 [Teams Link](#)

### **Key Documents/Resources**

[Campaign Webpage](#)

[Pay Claim](#)