



21 September 2023

Bulletin #2

CAMPAIGN AIMS

The three unions launched our 'Operation Protect' campaign back on 26 June 2023. Our campaign aims to tackle the unmanageable workloads which probation staff are facing every day by means of:

- A strategic workload reduction programme
- A safe workloads and case allocation system
- High quality supervision with enough supervisors to support staff properly
- An employer pledge to prevent workloads above capacity
- An employee care agreement to protect the health, safety and wellbeing of staff

UPDATE ON JOINT UNION CAMPAIGN

Since June, we have:

- Sent campaign leaflets and posters to all branches for display on union noticeboards
- Met with HMPPS Director Generals Amy Rees and Phil Copple on 3 July 2023 to discuss our campaign aims and objectives
- Held an on-line meeting for members on 4 August to discuss ideas for a workload reduction programme

- Written to Amy Rees and Phil Copple on 16 August to ask for effective and swift action to reduce workloads

In our most recent letter to Amy and Phil we said:

'...our ask of you is that we meet as soon as possible to discuss a workload reduction plan for the Probation Service. We see this as a high-level strategic project with a well-resourced project team, meeting on a regular weekly basis to draw up proposals to remove tasks from probation roles which neither contribute to core probation objectives, nor impact on public protection. It would also need to engage with external stakeholders in respect of work which they currently demand of the Probation Service, but which may need to be reduced or ended altogether to reduce workloads.

Such a project would, we believe, require a director-level appointee to lead with a team sufficient to manage the demands of the project. It will also require workload relief in relation to an end to other HMPPS consultations which take up all our time and which do not in all cases contribute to the wellbeing of our members or the core work of the Probation Service.'

HMPPS has responded to this request by suggesting that the Workforce Sub-Committee should pick up the task of reducing workloads, but we believe that this work is too important, too urgent, and too complex to be undertaken in a business-as-usual working party. We continue to press HMPPS to step up to the challenge of actively reducing workloads now via a dedicated and well-resourced stand-alone project.

We are pleased to note that following our initial discussions with the employer they have started some important pieces of work around retention, such as analysis of exit questionnaires and geographical supplements. We have now written again to the employer and requested an urgent meeting to discuss ways that our staff can see an immediate and tangible relief to their workloads.

FOR MEMBERS TO DO

The unions are planning our next meeting for all members to come together to discuss the Operation Protect Campaign. This will be held at 12.30 on Friday 29 September. The theme of this meeting will be the second of our Operation Protect campaign objectives – a safe workloads and case allocation system. The link for the meeting is here: [Joint Union Meeting Operation Protect 29th September 2023](#)

In the meantime, union members are encouraged to:

- Wear something yellow at work, especially on a Friday, to show solidarity with the campaign

- Use a plain yellow background on internal Teams calls. Not to be used for external meetings or meetings involving people on probation
- Ask for Operation Protect to be on all meeting agendas

Handwritten signature of Ian Lawrence in black ink, featuring a long horizontal stroke at the bottom.Handwritten signature of Ben Priestley in black ink, with a stylized, cursive script.Handwritten signature of George Georgiou in black ink, with a cursive script.

Ian Lawrence
General Secretary
Napo

Ben Priestley
National Officer
UNISON

George Georgiou
National Officer
GMB/SCOOP