



What's happening?

Members are being asked one clear question in an electronic indicative ballot: if acceptable progress is not made on workloads by 1 September, are you prepared to vote yes in a formal industrial action ballot?

The ballot runs from 10 July to 10 August.

How did we get here?

Workloads have been a long-standing priority for Napo and the pressure on members is now unsustainable.

The employer has acknowledged the problem, but removing the workload measurement tool and the introduction of the Sentencing Act in September will pile even more pressure on probation staff. We need action now.

How do I vote?

- Look out for an email from takepart@cesvotes.com with your unique voting code and instructions
- It will be sent to your preferred email address — check both home and work inboxes, including spam folders
- If you haven't received an email, contact Support-CESvotes@civica.com
- If Civica cannot resolve the issue, email membership@napo.org.uk

What would industrial action look like?

The service depends on paid and unpaid overtime. That is why action would focus on withdrawing that extra labour and showing the true scale of the workload crisis.

- Action short of strike action — working only your contracted hours, with no paid or unpaid overtime. This would form the main part of the action
- Strike action — targeted days of action designed to minimise the impact on pay while maximising pressure on the employer

Will Napo give guidance on work I should or shouldn't be doing during industrial action?

No. Detailed task-by-task guidance could weaken the action. The clearest and most effective approach is simple: work only the hours you are legally contracted to work.

Advising members what work should and shouldn't be done would risk:

- Creating complex guidance for every grade, role and circumstance
- Allowing the employer to redeploy staff to cover work members are advised not to do
- Dragging members, reps and officials into unnecessary management processes

I am unsure about taking industrial action.

We understand some members may be reluctant to take industrial action for a variety of reasons. However, unless you have a principled objection to industrial action, we are urging every member to vote yes.

A yes vote now does not commit you to taking action. It sends a clear message that workloads must be addressed and keeps our options open.

Negotiations alone will only take us so far. A strong yes vote strengthens our hand, shows members are united, and puts pressure on the employer to act. A weak turnout or low yes vote will limit what your negotiators can achieve now and in future.

Where can I get more information?

Napo will hold member meetings to answer questions and discuss concerns.

Dates, meeting links, briefings, updates and resources are available on the [dedicated webpage](#).