

22 August 2025

INDUSTRIAL ACTION BALLOT - NAPO

TRADE DISPUTE ON PAY AND WORKLOADS WITH THE EMPLOYER: THE PROBATION SERVICE (HMPPS) ENGLAND AND WALES

Our independent scrutineers' report, as required in accordance with section 231B of the Trade Union and Labour Relations (Consolidation) Act 1992, for the above ballot which closed at **noon** on **Friday, 22 August 2025** is as follows:-

Number of individuals who were entitled to vote in the ballot	6452
Number of votes cast in the ballot	2898
Votes cast in the ballot as a % of individuals who were entitled to vote	44.92%

ARE YOU PREPARED TO TAKE PART IN STRIKE ACTION?

Number of spoilt or otherwise invalid voting papers returned	25
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Result of Voting

Yes	2598	90.43%
No	275	9.57%

We are satisfied:

- a) that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot
- b) that the arrangements made with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for the counting of the votes, included all such security arrangements as were reasonably practicable for the purpose of minimizing the risk that any unfairness or malpractice might occur,
- c) that we have been able to carry out the functions conferred on us under section 226B(1) without any interference from the trade union or any of its members, officials or employees.

We would draw your attention to subsection 231B (2) which requires that, for a six month period starting from the date of the ballot, a copy of this report be made available, on request, to any person who was entitled to vote in the ballot and the employer of any such person. A reasonable fee may be charged for this service.

Civica Election Services

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Number of votes cast in the ballot	2898
Votes cast in the ballot as a % of individuals who were entitled to vote	44.92%

ARE YOU PREPARED TO TAKE PART IN INDUSTRIAL ACTION SHORT OF A STRIKE?

Number of spoilt or otherwise invalid voting papers returned	59
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Result of Voting

Yes	2756	97.08%
No	83	2.92%

We are satisfied:

- a) that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot
- b) that the arrangements made with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for the counting of the votes, included all such security arrangements as were reasonably practicable for the purpose of minimizing the risk that any unfairness or malpractice might occur,
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