



We need change!

WHAT WE ARE ASKING FOR

A call for workload reform, staff safety, and accountability within HMPPS for probation staff

7

KEY ISSUES

**KEEP
PROBATION
SAFE** 

**CONFIDENCE
BROKEN** 

WE ARE PRESSING FOR

1

Prioritisation Framework

Implement the Prioritisation Framework in all Probation Regions, with a move to Red (involving measures 1-3 included in 'Red' status) **until at least April 2027**. Regional Probation Directors to be mandated to hold extraordinary monthly meetings of trade union representatives to monitor workload, staff safety and the operation of the Framework.

2

Workload Measurement Tool

Maintain access to the existing Workload Measurement Tool for all practitioners **until September 2026**, with an immediate acknowledgement to all staff that this produces an underestimate of workload and clarity on how long HMPPS believe this has been the case.

3

Replacement Workload Tool

Develop a replacement tool to monitor workload **by April 2027**, jointly owned between HMPPS and the three recognised trade unions, initially for introduction in 'sentence management' but adaptable for application to other areas of work (e.g. Prisons and Courts).

4

National Workload Standards

For all roles where a workload tool would not be feasible or appropriate – in agreement with the recognised trade unions – introduce a clear national standard for maximum workload, including managerial 'spans of control'.

5

Workload/Demand Management Tool

Develop a workload/demand management tool (applicable on an individual, Team, Probation Delivery Unit/Function and Regional level), jointly owned between HMPPS and the three recognised trade unions.

6

Workload Relief Plans

Mandate, and publish to all staff **by 1st July 2026**, specific workload relief plans for each Region, to provide protected learning time for Probation staff, for each individual change following from the Our Future Probation Service (OFPS) programme and/or introduction of Sentencing Act provisions.



Employee Care Agreement

Agree an updated Employee Care Agreement with the recognised trade unions.