

What should employers do to protect health and safety?

Napo reps must be kept informed of all control measures being implemented in relation to Covid19 and there should be mechanisms in place that allow safety representatives to raise concerns on behalf of staff with senior management and health and safety managers.

Ask your employer for a specific risk assessment of any task, activity or way of working that could potentially put you or your colleagues at risk of contracting Covid19. As a safety representative you are entitled to be involved in the risk assessment process and to ask for it to be reviewed if you think it does not meet the legal standard of 'suitable and sufficient'.

Napo expect that all workplaces will comply with the HMPPS EDM (Exceptional Delivery Models) instructions which cover both NPS and CRC premises - and that they also comply with Government/Public Health England advice as regards PPE/Social Distancing/cleaning etc.

Napo has sent HMPPS daily lists of workplaces where hygiene standards were not sufficient. Some of these issues are now finally being resolved. However, there are still some workplaces where hygiene issues remain a significant problem. Please let Kath Falcon kfalcon@napo.org.uk know if your workplace is one of these (whether you are CRC or NPS).

If you have already raised an issue with us/and with your employers - and standards are still not as per the Government/PHE advice - then Napo reps should encourage their managers to close the workplace/cease a particular work activity until such time as these issues can be addressed.

In these circumstances. please contact your Napo link Officer or Official or (if you do not have their details) let Katie Lomas, Napo National Chair, Ian Lawrence, Napo General Secretary or Sarah Friday, Napo National Official (health and safety) know if you have raised health and safety issues in relation to Covid19 and Divisional management or CRC managers are failing to act – and also let us know if you have asked them to close a workplace – but they have refused or failed to take any action.

Remember that health and safety is a collective issue, and safety representatives are legally entitled to represent the wider workforce – not just Napo members. However, you will find it much easier to resolve issues if you and all your colleagues are Napo members. They can join Napo at <https://www.napo.org.uk/content/join-us>

As one Napo branch chair wrote recently in relation to the Covid19 virus and its impact on probation workplaces:

"I think a lot of staff are realising, if they haven't already done so, that the employers aren't really interested in them as people only as instruments to meet targets. As workers, we have to look out for each other and use our collective strength to push back. It's very difficult if you are a 'lone voice' in a workplace but the more members we have the stronger we are".