

## 5 reasons to oppose high workloads:

- 1 High workloads do not support rehabilitation as it prohibits constructive work with clients
- 2 High workloads undermine our ability to work professionally
- 3 High workloads put public safety at risk
- 4 High workloads can damage members' physical and mental wellbeing
- 5 High workloads result in high sickness rates & turnover of staff and is therefore an extra cost to the public purse.

**Stand together  
with Napo**  
**Join the Workloads  
Campaign**



## 5 demands



- 1** Implementation of an effective workload management tool based on realistic timings by all Probation employers.
- 2** Training and guidance for managers on managing workloads and how to support frontline staff.
- 3** Workloads to be a standing item on all consultation and negotiating bodies and the establishment of local Workloads Committees.
- 4** All employers to acknowledge a duty of care for staff wellbeing and to carry out workload/stress audits and also take remedial action.
- 5** Probation Operating Models are audited to ensure they are fully resourced and properly staffed to allow client focussed work and maintain professional standards.

**#NapoProbationWorkloads**