**JTU 20/2025**



**Bulletin #2**

In our previous recent bulletin, we told you that HMPPS had finally admitted that there is a deep and serious crisis in the Probation Service that bears out everything we have been saying in our Operation Protect campaign, launched back in June 2023.

**A RECAP ON OUR CAMPAIGN AIMS**

The three Probation unions launched our ‘Operation Protect’ campaign back on 26 June 2023. Our main campaign aims are:

* A strategic workload reduction programme
* A safe workloads and case allocation system
* High quality supervision with enough supervisors to support staff properly
* An employer pledge to prevent workloads above capacity
* An employee care agreement to protect the health, safety and wellbeing of staff

Since the start of our campaign, HMPPS, acknowledging what we said from the start, that prisons may be full, but so is Probation, did listen and engage via ‘Probation Reset’ talks which looked at alleviating some of the most urgent pressures.

However, as per the last bulletin, given just how extreme the workload crisis really is, we subsequently called for a set of urgent demands:

* An immediate and complete end of Post Sentence Supervision, via emergency legislation if necessary
* A preview of the business case being made by HMPPS to the Spending Review to reassure our members that serious new money is being sought as part of a probation rescue package
* That employer acknowledges that the WMT is no longer an accurate reflection of workloads as it does not count the full extent of work undertaken and should not be used as such
* Agreement on the total number of cases that can be held at any given time by a practitioner - to be jointly reviewed on a quarterly basis
* The suspension of capability proceedings against staff where excessive workload is a factor
* The suspension of all Sickness Absence Management proceedings against staff and the application of total management discretion
* An immediate review of the current nationally agreed overtime arrangements with a view to an indefinite extension
* An immediate review of the Prioritisation Framework with all Probation Regions moving to ‘Red’ status
* Urgent agreement between HMPPS and the trade unions on a new Demand Management Strategy to support all staff in making decisions on prioritising work on individual caseloads
* A moratorium on the introduction of any new work anywhere in the Probation Service pending agreement to a rescue package for the service
* Performance targets to take second place to staff welfare
* Negotiation on the role of AI in contributing to the easement of the capacity crisis and the need for a collective agreement to cover the same

**NEXT ALL MEMBERS’ MEETING THURSDAY 3rd APRIL – 12.30PM**

All members are urged to come along to the next joint trade union members’ meeting for an update on the above demands we put to the Employer and their response but also for you to give us feedback on the situation ‘on the ground’ for you and to tell us what the focus of our campaign should be next. We really need your input.

**Details:** [**please use this link to join**](https://teams.microsoft.com/l/meetup-join/19%3Ameeting_MDIzMjM5NzYtYjJiZi00ODhlLTlhY2QtOGNhODRiMGFhYjJi%40thread.v2/0?context=%7B%22Tid%22:%22c6874728-71e6-41fe-a9e1-2e8c36776ad8%22,%22Oid%22:%229ab38f0f-2be8-4bda-bc13-78a62e6d0040%22%7D)**and add the meeting to your diary**

*In the meantime, union members are continued to encourage to:*

* Wear Yellow at Work, especially on a Friday, to show solidarity with the Campaign, this could be even something little as a yellow tie, jewellery, scarf, anything yellow really
* Use the Operation Protect Logo on internal Teams calls which can be downloaded via respective unions’ websites:
	+ Napo: <https://www.napo.org.uk/operation-protect>
	+ UNISON: <https://www.unison.org.uk/at-work/police-and-justice-staff/key-issues/operation-protect/>

Or just pick a plain yellow background for any other meetings

* Ask for Operation Protect to be on all meeting agendas, make sure excessive workloads for all staff/grades are being discussed

**We hope to see many of you at the meeting on the 3rd of April.**

In solidarity,

  

**Ian Lawrence Ben Priestley George Georgiou**

**General Secretary National Officer National Officer**

**Napo UNISON GMB/SCOOOP**