



Wednesday 7th February 2024

Bulletin #3

**OPERATION PROTECT – LUNCHTIME ACTIVITY – FRIDAY 16 FEBRUARY
AS PART OF TUC ♥ UNIONS' WEEK 12-18 FEBRUARY 2024**

Our joint Probation Trade Unions' Campaign around workloads continues.

As part of the [Trades Union Congress \(TUC\) ♥ Unions' Week 12 to 18 February](#) we want to encourage all our members to do some lunchtime activity in your own time on Friday 16th February in support of Operation Protect. Get together over lunchtime, discuss Workloads, and *encourage colleagues not yet in any of our recognised trade unions in Probation to join a trade union and join us in our Campaign too*; perhaps take a little photo shoot and send it in to each of our respective unions' email addresses – please see below. By sending images to us, you give permission for your union to publish those images in support of Operation Protect.

FOR MEMBERS TO DO:

- Wear a yellow item of clothing to work on Friday 16 February
- Talk to members/staff in your office; get together in your own time on Friday 16th February, over lunchtime, perhaps take a little photo-shoot – **REMEMBER THOUGH:**
 - do not identify your Probation Workplace (so do not do it outside of office entrance identifying your workplace or stay away from the entrance) – you may just take it in a stairway perhaps, think about where may be a good place to do this;

- do not have your Probation staff badge in view whilst in the photo shoot;
- if you have had Operation Protect materials but run out; they can be downloaded from respective union designated web pages:
 - 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 be creative! Just even write out something on a piece of paper, just make sure you write your/joint union logo(s) on the top to make sure this is a union activity. This can be as simple as 'Napo/UNISON/GMB' protesting about excessive workloads; and, you can be equally creative as what you want to put on it (under union logos), as long as of course it's nothing offensive – though we appreciate this may be hard!

If you are planning on doing something, get in touch with us via:

Napo: info@napo.org.uk

UNISON: policeandjusticeteam@unison.co.uk

GMB: peter.brandt@justice.gov.uk

A RECAP ON OUR CAMPAIGN AIMS

The three Probation unions launched our 'Operation Protect' campaign back on 26 June 2023. Our campaign aims to tackle the unmanageable workloads which probation staff are facing every day by means of:

- 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

AN UPDATE ON OUR CAMPAIGN

Since the start of our campaign, the Probation joint trade unions have held several meetings with Amy Rees and Phil Copple, Director Generals at HMPPS, to discuss the workloads crisis, with further meetings planned. More intensive talks are due to start with HMPPS officials in February with a view to achieving some concrete outcomes for members on workloads. We have also submitted several parliamentary questions and met with the Secretary of State for Justice on 13 November 2023 and the Probation Minister on 17 January 2024, and we have had good press coverage around the extreme workloads that members are facing.

Our campaign is clearly having an impact already since we launched last June. We need to keep up this pressure, and we need you all to stay and get involved and ask non-union members to join also in our fight to reduce excessive workloads for all.

NEXT ALL MEMBERS' MEETING FRIDAY 23RD FEBRUARY – 12.30PM

We are planning our next on-line meeting for all members to join, hear an update on our Operation Protect Campaign and discuss your local workload issues. **This will be held at 12.30 on Friday 23rd February 2024.** There will be a further update on how we have been progressing the campaign nationally. Joining details for this meeting will be circulated soon.

We also want to discuss and give further details about writing to your MP about the probation workload crisis. Friday 23rd February is 'Work Your Proper Hours' Day'.

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 (can be downloaded via respective unions' websites) 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.

Further updates to follow soon.

In solidarity,



Ian Lawrence
General Secretary
Napo



Ben Priestley
National Officer
UNISON



George Georgiou
National Officer
GMB/SCOOOP