



21 July 2023

### OPERATION PROTECT

We launched Operation Protect, our joint union campaign to tackle unmanageable workloads, on Monday 26 June – the second anniversary of the re-unification of Probation. Hopefully by now you will have seen our campaign materials in your workplaces.

This bulletin brings members up to speed with plans for the campaign going forward. We want to involve you in the campaign, because members' support will be the key to its success.

Back in 2021, the government finally accepted what we had been saying throughout our 7-year campaign to overturn the disaster that was Transforming Rehabilitation and brought Probation back into the public sector. So far, so good we thought.

But two years on, the Probation Service is still suffering from the effects of Chris Grayling's senseless reforms. Pay remains depressed, One HMPPS is yet another top-down, centrally driven reform programme that no-one asked for or needs and workloads for probation staff remain stubbornly high. Our members are suffering.

To tackle these problems, we:

- have submitted a claim to re-open the three-year pay award to improve your pay,
- are campaigning for the Probation Service to be excluded from the One HMPPS proposal,
- are demanding action from HMPPS leaders to reduce probation workloads

## UNIONS MEET WITH AMY REES AND PHIL COPPLE

On 28 June, the unions wrote to Amy Rees and Phil Copple setting out the aims and objectives of our Operation Protect campaign. Following the letter, the unions met with Amy and Phil on 3 July to discuss the campaign and a range of other urgent issues, including pay and One HMPPS.

Amy and Phil agreed with the unions that workloads are a serious issue for the Probation Service and agreed to work with us on joint terms of reference for a project to tackle the problem. We are promised a letter setting out this commitment.

Of course, we are willing to sit down with senior leaders to discuss the urgent need to reduce probation workloads, but we are looking for quick action here, not months of talking.

## HOW YOU CAN GET INVOLVED

We are planning a series of on-line meetings which all members will be able to attend to discuss Operation Protect and to give your feedback on what your workloads are like and how excessive workloads can be reduced.

The first of these members meetings will take place on **Friday 4 August from 12.30 to 13.30**. You can join the meeting by following this link:

[https://teams.microsoft.com/l/meetup-join/19:meeting\\_ZDgwMjYyNTktZmNhYy00OWRlLWI0MzctOGJlZjc5MmQxMjJl@thread.v2/0?context=%7B%22Tid%22:%22c6874728-71e6-41fe-a9e1-2e8c36776ad8%22,%22Oid%22:%229ab38f0f-2be8-4bda-bc13-78a62e6d0040%22%7D](https://teams.microsoft.com/l/meetup-join/19:meeting_ZDgwMjYyNTktZmNhYy00OWRlLWI0MzctOGJlZjc5MmQxMjJl@thread.v2/0?context=%7B%22Tid%22:%22c6874728-71e6-41fe-a9e1-2e8c36776ad8%22,%22Oid%22:%229ab38f0f-2be8-4bda-bc13-78a62e6d0040%22%7D)

In the meantime, members may like to wear an article of yellow clothing, or accessory, to work on that Friday to signal your support for the campaign.

In answer to a number of enquiries from union representatives, material in support of Operation Protect can be legitimately displayed on union notice boards without permission.



**Ian Lawrence**  
**General Secretary**  
**Napo**



**Ben Priestley**  
**National Officer**  
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**George Georgiou**  
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