



**The Professional Trades Union for Prison,
Correctional & Secure Psychiatric Workers**

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POA Circular 051/2018

Action		Information	
England/Wales	<input type="checkbox"/>	England/Wales	<input checked="" type="checkbox"/>
Scotland	<input type="checkbox"/>	Scotland	<input checked="" type="checkbox"/>
Northern Ireland	<input type="checkbox"/>	Northern Ireland	<input checked="" type="checkbox"/>
Special Hospitals	<input type="checkbox"/>	Special Hospitals	<input checked="" type="checkbox"/>
Private Sector	<input type="checkbox"/>	Private Sector	<input checked="" type="checkbox"/>
IRC	<input type="checkbox"/>	IRC	<input checked="" type="checkbox"/>

2nd May 2018

Dear Colleagues

ANNUAL CONFERENCE 2018

REPORT BACK BOOKLET

It has been brought to our attention the hardcopy of the above booklet has pages missing.

The amended hardcopy of the Report Back Booklet will be distributed to delegates during registration at Annual Conference on Tuesday 15th May 2018.

The electronic version which was sent out on 26th April 2018 has the correct pages.

Please accept our apologies for any inconvenience caused.

Yours sincerely

STEVE GILLAN
General Secretary

Enclosure

POA Annual Conference 2018

Annual Conference
**REPORT BACK
BOOKLET**

AMENDED VERSION

Their crisis



Our opportunity

RULES AND CONSTITUTION

Amend Rules and Constitution as per Conference Paper 1.

The Rules were amended and following the revised amendments from the Certification Officer on the Political Fund Rules and Procedures the terms of this motion have been carried out.

Amend Rule 2.2 (a)
Remove "including the Trades Union Congress"

The terms of the motion have been upheld and Rules amended.

Preparations

Rule 12.5 remove

"(d) each branch will be limited to a maximum of 10 motions to Annual Conference; and
(e) the National Executive will also be limited to a maximum of 10 motions with the exception of motions dealing with awards.

The terms of the motion have been upheld and Rules amended.

That Rule 12.13 is amended to read:

Voting on all motions at Conference will be by a show of voting cards (one per branch), but a card vote based on branch membership may be demanded by at least 10 branches, this to include any appeals of motions to Conference. Votes from branches in favour, opposed and abstaining will be called for by the Chair in both voting card and card votes on all Conference motions.

The terms of the motion have been upheld and Rules amended.

PRISON REFORM AND AUTONOMY

That Conference give the Autonomy/Reform Pilot Prison Branch Committees the immediate authority to engage with the Executive Governors on local issues that have a direct impact on the membership of the Autonomy Pilot Prisons. However, issues that remain part of National Prison Officer terms and conditions remain within the NEC remit.

The terms of the motion have been upheld and branches were advised of the remit to engage by the NEC.

Conference mandates the NEC to resist any plans to transform single or groups of current state-controlled establishments into separate independent legal entities and in doing so actively resists any attempts to remove members current status as civil servants.

The terms of this motion will remain active and the NEC will monitor the situation and resist any change from Government or the Employer. This will remain as part of the Union's Policy.

SECURITY AND CUSTODY

That this Union is to pursue the Policy that if any Penal worker is assaulted by a Prisoner while carrying out the execution of their duties on behalf of the Public and subsequently convicted at Court, that they should receive a consecutive sentence rather than a concurrent sentence to any other convictions. If that person is serving a Life sentence or on License recall then when granted release it should be added past their release date and not served alongside.

The terms of this motion have not been achieved although work continues with the CPS, Police and Employers, the NEC will continue to monitor the sentences handed down by the Courts and press MP's to introduce changes to sentencing policies through legislation.

This is the report from HMPPS in relation to the motion;

HMPPS are not in a position to determine sentencing practice, however we are working closely with the Crime in Prison law enforcement community to ensure the best possible outcomes for crimes committed within prison. The NEC have also been invited to become full time members of the Crime in Prison Working Group.

That the Prison Service return passive drug dogs into every Category B, C and D establishment for daily use following the rise in NPS.

This is the report from HMPPS in relation to the motion;

In order to be effective this would be very resource intensive and multiple dogs would be needed in each site and a significant requirement for additional investment in training and licencing services. There is potential for duplication of roles with regional dog teams, national DST services and NDTSG (Andy Hewitt, POA ER Lead).

That Conference mandates the NEC to demand from NOMS an immediate enquiry into all of the acts of concerted indiscipline across the estate and to publish its findings.

This is the report from HMPPS in relation to the motion;

All incidents of serious concerted indiscipline are subject to investigation and each case is dealt with regarding its own specific circumstances. Due to the sensitive nature of investigations, it is not appropriate for them to be published.

That Conference mandates the NEC to investigate with NOMS, the cost to date of all the repairs required in establishments following acts of concerted indiscipline and to publish its findings.

This is the report from HMPPS in relation to the motion;

This data is not held within HMPPS.

That Conference mandates the NEC to pursue with NOMS an increase in night staffing levels across the estate in light of the unacceptable number of deaths in custody.

This is the report from HMPPS in relation to the motion;

Since the introduction of greater freedoms for Governors, a number of establishments have increased night staffing levels. It is the responsibility of the local branch to raise any concerns with the Governor directly.

That Conference instructs the NEC to negotiate with organisations operating prisons where POA members are employed to seek a resolution where all prisoners committing acts of violence are then subject to mandatory drug testing within 48 hours of the violent act and that a positive inference should be drawn where refusals to provide a sample occur in line with current MDT policies, and that resources should be increased above current total staffing levels to accommodate this. Further, that this data should form part of all local and national violence statistics including, but not restricted to the violence diagnostic tool and national safer custody statistics plus any equivalent reporting formats in Scotland and Northern Ireland.

This is the report from HMPPS in relation to the motion;

The validity of suspicion MDTs remain the responsibility of each establishment on the basis of local intelligence and any other relevant information that would justify, in each case, for testing to be an appropriate course of action.

That Conference instructs the NEC to negotiate with NOMS that all establishments have their own cellular vehicle to be paid for out of national budget and not local.

This is the report from HMPPS in relation to the motion;

There is no national budget for cellular vehicles, therefore individual establishments must determine the need and construct the appropriate business cases.

Due to the increase of Violence in Prisons we as a branch ask Conference to mandate the NEC to reinforce our right for Health and Safety and pursue with NOMS that extendable batons are to be issued in the open estate as part of staff's daily equipment.

This is the report from HMPPS in relation to the motion;

Due to the increased levels of violence within the estate as a whole, the use of batons throughout the estate will be kept under constant review and Phil Copple has already approved the use of batons within the open estate during the night state subject to local risk assessments.

AWARDS

That Conference award Finlay Spratt Honorary Life Membership to the POA.

The terms of this motion have been actioned and completed.

That Conference award Geoffrey Burrows Honorary Life Membership of the POA

The terms of this motion have been actioned and completed.

That this Conference recognise the outstanding service and contribution to the POA from Brian Clarke formerly of HMP Birmingham and in doing so award him Honorary Life Membership of the POA.

The terms of this motion have been actioned and completed.

HEALTH AND SAFETY

That Conference instruct the NEC to demand that NOMS commission a scientific air quality check on the use of NPS and the effects that it has on both staff and prisoners in the public, private prisons and special hospitals. This should be completed as a matter of urgency. On completion the report must be published.

The Health and Safety Whitley have pursued this and we have a seat on the working group. The Prison Service are conducting a voluntary urine test at Holme House to ascertain the effects on our members and we await the results from the testing.

As always, we will keep the membership informed via a Circular on this important issue.

That the POA, in conjunction with the employer, conduct a comprehensive review of risk assessments and safe systems of work. This review to accurately represent the reality of the workplace and ensure that members are afforded equal protection to that to which other workers are entitled.

This has been achieved and all branches should have done this already. However, we would like to remind all POA Health and Safety Reps of their right to inspect the workplace and to investigate all accidents, near miss accidents and assaults within their place of work.

As part of the consultation process on the new Health and Safety policy from HMPPS they have included the following and we encourage all POA Health and Safety Reps to use the two Paragraphs below to assist them in their duties.

- ***Recognise the value of effective consultation on HS and therefore ensure that appointed safety representatives are given reasonable facility time to carry out their functions and duties as defined in statutory regulation and the HMPPS HS consultation arrangements.***
 - ***Ensure that a Health and Safety Committee is set up at each custodial establishment in line with statutory regulation and the HMPPS consultation arrangements.***
-

That Conference condemn as unfit for purpose occupational health provision provided to our members, and Conference mandates the NEC to achieve through negotiation a fit for purpose scheme that provides full and effective ongoing occupational health services to officers with both physical and mental health injuries.

A new occupational contract has been awarded and we await feedback from our members who have used the new service.

That the NEC negotiate with NOMS with regards to the abolition of the Prison Officer Grade fitness test.

We have not gained abolition of the fitness test. We have had an acknowledgement from the Employer that an equality impact assessment is required to examine issues, that we believe are discriminatory within the current testing process in relation to age.

A second alternative test had been introduced that involves walking on a treadmill.

Our opposition to the fitness test remains and we will continue to endeavour to remove the fitness test.

To include all IRC's alongside prison's in the NEC's Policy of working in smoke free workplaces.

The IRC's are included in the Open Estate model for smoke free workplace.

OPERATIONS

That Conference instruct the NEC to negotiate with NOMS, to increase the non-effective percentage beyond 20% to reflect the profiled work lost to maternity, paternity and adoption leave and back to work plans.

This is the report from HMPPS in relation to the motion;

The current rate of non-effectives that are applied to operational staff (OSG, Officers and related grades) profiles, is set at 20% of total target hours.

Maternity, paternity, adoption and care-related leave absences generally account for less than 1% of non-effectives (Maternity Leave during quarter 2 of 2017-18 accounted for approximately 0.72% of staff in post). The number of staff on Maternity Leave changes with time and during the latest quarter, 13 prisons recorded no staff as being on Maternity Leave. For this reason, it is not practical to adjust non-effectives on a permanent basis, to account for variable Leave types.

Working hours lost to Phased Return plans currently account for around 0.2% of total staff hours which is not in itself a particularly significant amount and this % has reduced slightly against the same period last year.

There are other influences on operational delivery within prisons, some of which maybe contemporary such as greater than usual levels of staff training (currently around 3.62% of staff in post), partly attributable to FMI, BWVC, SaSH, Keyworker and POELT training.

The 20% non-effective rate is made up of three elements:

- **14.6% Leave – this is generally enough for the majority of prisons and where up to 50% of operational staff are in receipt of long-service additional Leave entitlement**
- **3.1% Sick absence – this provides enough cover for staff to take an average of 8 days Sick per year per person**
- **2.3% Training – this is roughly enough to allow each member of staff to have 5-6 training days per year with some local training delivery accounted for**

There are other factors that contribute to the overall non-effective (or non-productive) levels in prison delivery, some of which are manageable and some maybe less so; these include Restricted Duties, Suspension, Medical Appointments, Detached Duty, Secondment, Trade Union Official Leave, Disability Leave, Mutual Aid and Special Leave.

There are some instances where additional Training is built into the effective hours of a profile (and by default either increasing overall non-effective rate or reducing the pressure on the 2.3% training element).

There are currently no plans to change the 20% rate of non-effective.

Conference instructs the NEC to seek from NOMS, the proper oversight of healthcare provision and the adherence to the terms of any contract signed with a third party who provide such services, with special regard to agreed third party staffing levels to deliver these services.

HMPPS Response: currently outstanding.

HR

That we mandate the NEC to seek a review of all Operational Grades JES scores in light of the New Offender Management Model.

This is the report from HMPPS in relation to the motion;

We currently have no plans for a review of all operational grades in light of the Offender Management Model, we have evaluated the new POM role within OMIC, this role is JES compliant (Collin Bryan, Job Evaluation Assurance & Support Team, HR Directorate).

That Conference instruct the NEC to demand that NOMS re-visit the J.E.S scoring taking into account the excessive violence that staff are now being subjected to.

HMPPS Response: currently outstanding.

That Conference instruct the NEC to demand that NOM's re-visit the J.E.S scoring in relation to Band 3's carrying out work that Band 4's were J.E.S scored to do, especially after this work was removed from Band 3's under the implementation of BDG and the subsequent reduction in staffing, an example being the OMU review and the 6 prisoner caseload per Officer, which has been outlined by the Government.

HMPPS Response: currently outstanding.

A call for an immediate ban on all financial bonuses paid to Senior Management grades throughout NOMS.

This is the report from HMPPS in relation to the motion;

There are no plans to implement a ban on Special Bonus payments to any HMPPS staff. Special bonuses should be used as an exceptional measure to give prompt and tangible recognition to those staff that have given an outstanding performance. All special bonus nominations must be authorized by Governors/Prison Group Directors/Heads of Business Units/ACO/LDU Cluster Leads/Executive Directors (Jim Fraser, HR Policy Team).

In light of the recently imposed pay rise on F & S staff within the 31 sites, that Conference instruct the NEC to negotiate and impose with her Majesty's Prison and Probation Service that all closed grades irrespective of rank, have their working hours reduced from 39hr to 37hr per week at no detriment whatsoever to any pay or conditions, as a reward for their loyalty and continued Service in extremely difficult circumstances.

This is the report from HMPPS in relation to the motion;

The increase in pay, that was announced in February 2017, for staff within 31 Prisons was to address recruitment and retention pressures that were specific to staff in Fair and Sustainable and working within those particular prisons.

The principles of Fair and Sustainable allow for such targeted action as deemed necessary. In general, however, pay for operational staff is determined independently by the Prison Service Pay Review Body (PSPRB) and is not a matter for negotiation between the NEC and HMPPS. Reducing hours, with no reduction on pay, would be considered as a pay increase (and it is explicitly referenced in a number of sources that all-inclusive pay in the closed grades recognises a 39 hour working week) and as such submitting evidence to the PSPRB as part of the 2019/20 pay round is now the next available avenue open to the POA by which to make the case for any pay increase.

It is also worth noting that the estimated cost of doing this is £16.7m.

The NEC negotiate a consolidated minimum of 5% uplift on pay, for all operational grades, closed and fair and sustainable to be implemented by April 2018.

Should this be refused the membership instruct the NEC to take whatever action they deem necessary to achieve this goal.

This is the report from HMPPS in relation to the motion;

Pay for staff in operational roles, both Fair and Sustainable and closed grades, is determined independently by the Prison Service Pay Review Body (PSPRB) and is not a matter for negotiation between the NEC and HMPPS. Submitting evidence to the PSPRB remains the avenue open to the POA by which to make the case for a pay increase. (Jason Paskins, Head of Reward)

The NEC has not achieved the terms of this motion and in light of the Court Injunction 2017, the Executive determined that no further action was necessary at this time and the policy will remain live and progressed accordingly.

That Conference instructs the NEC to achieve an above inflation pay rise for all grades regardless of terms and conditions and use any and all means they deem necessary to achieve this motion.

The NEC has not achieved the terms of this motion and in light of the Court Injunction 2017, the Executive determined that no further action was necessary at this time and the policy will remain live and progressed accordingly.

The NEC negotiate that all staff who hold an additional qualification for example ACCT assessor, C&R Advanced, Hostage Negotiator, Care Team and First Aid are given a consolidated yearly retention bonus per Qualification.

Should this be refused the membership instruct the NEC to take whatever action they deem necessary to achieve this goal.

This is the report from HMPPS in relation to the motion;

Staff who currently undertake the specific individual elements mentioned in the motion are not in receipt of any specific retention bonus payments and we see no reason to change this position.

HMPPS are still keen to introduce the Advanced Prison Officer role and this is subject to the outcome of the Pay Review Body pay round 2018/19 and ongoing dialogue with our trade unions and staff. The Advanced Prison Officer role is specifically aimed at those who, through collectively gaining additional skills and experience by completing relevant learning modules / qualifications, will gain a specialist level of expertise. The role is compliant with our Job Evaluation Scheme (JES), and the incorporation of those additional modules into a collective

new job means that the role has been evaluated at Band 4. It will sit alongside the other operational Band 4 roles such as Supervising Officer, Prison Offender Manager and Prison Officers Specialists.

It is an expectation of this role that annual refreshers will be undertaken to ensure that the required skills and experience are maintained. Appropriate training courses will be made available through the Learning & Development curriculum.

As the role is evaluated as a Band 4 Specialist Prison Officer, the higher band is reflective of the additional collective skills and knowledge needed to undertake this role and therefore there will be no need to pay specific retention bonus payments for the individual elements of the role. We do not make specific payments for other specialist roles and the weighting of the role is supported by remuneration at a higher pay band. When F&S was introduced a number of ad hoc allowances and payments were removed across all roles and the job evaluation scheme determines the level of work so we have no desire to change this arrangement.

We therefore have no plans to introduce additional specific retention bonus payments and we will continue to encourage staff who wish to undertake the collective duties of a new Specialist Prison Officer to take up the opportunity should it be agreed.

The NEC has not achieved the terms of this motion and in light of the Court Injunction 2017, the Executive determined that no further action was necessary at this time and the policy will remain live and progressed accordingly. At the time of writing this report discussions are ongoing with HMPPS in respect of the advanced Prison Officer Role and other areas of work, further reports will be promulgated in due course.

That Conference instructs the NEC to negotiate with NOMS that all staff of Uniformed Grades have a reduced working week of 37 hours, at no detriment to pay, pensions and conditions.

This is the report from HMPPS in relation to the motion;

Pay for operational staff is determined independently by the Prison Service Pay Review Body (PSPRB) and is not a matter for negotiation between the NEC and HMPPS. Reducing hours, with no reduction on pay, would be considered as a pay increase (and it is explicitly referenced in a number of sources that all-inclusive pay in the closed grades recognises a 39 hour working week) and as such submitting evidence to the PSPRB as part of the 2019/20 pay round is now the next available avenue open to the POA by which to make the case for any pay increase.

It is also worth noting that the estimated cost of doing this is £16.7m.

The NEC negotiate with NOMS that absences which are as a consequence of assaults and injuries sustained in the workplace will be automatically exempt from the Attendance Management Policy sanctions and procedures.

This is the report from HMPPS in relation to the motion;

HMPPS HR worked with members of the POA NEC to produce the 'Additional Attendance Guidance' document, which is available on the HMPPS intranet and My Services. The Additional Attendance Guidance is clear that if an SLE application relates to an assault then the decision to approve the application is entirely within the authority of the Governor/Head of Business Unit, who will therefore approve the application with immediate effect where an employee's ill health is clearly a direct consequence of an assault. The Governor/Head of Business Unit would need to be assured that there is compelling evidence to support the application. Where events are not clear further medical evidence may need to be requested but the expectation is that absences directly following an assault will not need further medical evidence (Jim Fraser, 5 Feb 2018).

Conference mandates the NEC to seek clarity and direction from the employer for members currently temporary advanced. Whether these be temporary promoted from CM to Governor Grade or from Band 4 to CM. This is to identify avenues of career progression in regard to further training and accreditation for those wishing to become substantive at the higher grade.

This is the report from HMPPS in relation to the motion;

Jim Heavens, Head of Organisational Change & SBO Resourcing, believes this Motion has been answered (or partly, at least) through the publication of NTS 9/2017 which set out the arrangements of assessments in the future as well as some interim arrangements and development activities.

That Conference mandates the NEC to negotiate with NOMS, a pensionable pay, Payment Plus rate.

This is the report from HMPPS in relation to the motion;

HMPPS are keen to engage with the POA around sustainable and long-term future arrangements for Payment Plus. This could include discussions around the appropriate rate – although ultimately this will be determined independently by the PSPRB and not through negotiation.

In this respect we would therefore, once again, encourage the POA to re-engage with the PSPRB and submit evidence for the 2019/20 pay round. Making allowances and premium payments such as overtime and Payment Plus pensionable is not within the gift of either HMPPS or the PSPRB, and we would need to seek agreement from the Cabinet Office to make such a change.

That Conference instructs the NEC to negotiate with NOMS to have a full time local rep on site due to ever increasing demands and levels of violence in the prison estate.

This is the report from HMPPS in relation to the motion;

As you are aware, in 2012, Cabinet Office introduced new guidelines for departments to adopt regarding the allocation of Trade Union facility time. The Guidelines included a number of mandatory actions, one of which stated that no union officials should spend in excess of 50% of their contracted working hours on paid facility time. In addition to this, the total amount of hours available for facility time was halved to 0.1% of annual pay bill. Due to these restrictions, HMPPS is unable to agree to the request from the Liverpool branch. The current facility time arrangements allow for up to eight hours of facility time per branch, and due to the limited number of hours available at this time, there are no plans to increase this allowance.

We as a branch ask Conference to mandate the NEC to pursue negotiation rights for non-Operational staff who work within Prison's and NOMS buildings.

As Fair and Sustainable grouped staff into Band's and not operational abilities, we as a Union should be representing every individual that works within prisons or NOMS buildings. Helping to promote and protect our Union members.

This is an ongoing issue as Prospect Union believed that the POA were encroaching on their areas of recognition, which we have refuted and dealing with HMPPS on this matter to attempt joint recognition.

That Conference mandate the NEC to maintain and improve the professionalism of the membership, by challenging the employer in their drive to de-skill the operational prison staff through diluting the processes for promotion and advancement.

This is the report from HMPPS in relation to the motion;

HMPPS L&D continue to support the professionalism of Prison operational roles and to that end, significant levels of activity have taken place in the last 12 months to provide places for individuals to advance their career through CM and Head of Function accreditation. In the last 12 months, both these assessments have been updated together with now being in a revised format of a 1 day assessment versus a 3 stage process.

Statistics since May 2017:

May 2017 – Head of Function Legacy (any candidate already holding accreditation at stage 1 or stage 1 & 2)

238 spaces offered

201 attended

82 passed & accredited

June 2017 – CM Legacy (any candidate already holding accreditation at stage 1 or stage 1 & 2)

489 spaces offered

388 attended

153 passed & accredited

July 2017 – CM Standard (new format)

338 spaces offered

253 attended

62 passed & accredited

September 2017 – Head of Function Standard (new format)

241 spaces offered

196 attended

67 passed & accredited

March 2018 – Head of Function Legacy (any candidate already holding accreditation at stage 1 or stage 1 & 2)

139 spaces offered

119 attended

Results not yet released

May & June 2018 – CM Legacy & Standard

Upto 432 places being offered – currently in the process of application for places.

2nd Half Calendar Year 2018 – Head of Function Legacy & Standard

Upto 300 places being offered initially but this can be flexed upwards if required. NTS yet to go out.

Incident Management Silver Commander

From September 2017 (when new assessment rolled out) to 9 April there have been 100 spaces available. For the assessments between Sept '17 – Jan '18 51 HMPPS have sat the assessment and 45 have passed. Other results yet to be released. Capacity is being increased from May – August 2018 to support those who have passed HoF since start calendar year 2018 to gain full accreditation.

In addition to the above, L&D have run Deputy Governor, Governor and Legacy SOM assessments.

For the NEC to seek Specialist Pay for Tornado and Negotiator trained staff in recognition of the frequent courageous and dangerous work they carry out for the benefit of the Prison Service and their colleagues.

This is the report from HMPPS in relation to the motion;

The work that is carried out by Tornado and Negotiator trained staff is highly valued by the Prison Service and recognised as being vital to restoring order and stability following an incident.

Staff who are deployed under such circumstances already receive a premium rate hourly payment of £19.86 per hour (temporarily increased to £24.86 per hour) in recognition of this work. As such, HMPPS is not amenable to considering specialist pay for Tornado and Negotiator trained staff which additionally would be contrary to the principles of Fair and Sustainable, the Job Evaluation Scheme (JES) and the job descriptions that all staff are now working to whether or not they are actually subject to the Fair and Sustainable pay arrangements.

PENSIONS

The NEC continue negotiations with the Government over the current pension age and that they inform them the retirement date for all operational staff must be set to 60 years of age. The membership instruct the NEC to take whatever action they deem necessary to achieve this goal.

The terms of this motion have not been achieved to date but the Executive continue to press the matter and the legal challenge is ongoing at the time of writing the report.

MATTERS AFFECTING THE UNION

That Conference acknowledge the exceptional work done by the Welfare Committee and all the office staff who support our members in their hour of need.

The terms of the motion have been dealt with and relevant individuals advised accordingly.

Conference endorse an increase to the Welfare Fund of 50p per month.

The terms of the motion have been dealt with and relevant subscriptions increased accordingly.

Following, the breakdown of industrial relations at Merseycare NHS Foundation Trust between the local POA and Management, a number of internal investigations occurred which resulted in claims being pursued through ACAS and Employment Tribunals. The outcome of the recent tribunals exonerated those members. Therefore, Conference directs the NEC to lobby for an independent enquiry into the circumstances surrounding these issues and waste of tax payer's money estimated to approximately £250,000.

The terms of the motion have not been achieved and the NEC continue to pursue the matter.

That Conference condemns the Prison Governors Association for its lack of action and direct support over the current crisis in our prisons.

The PGA were advised of the content of the motion.

That Conference condemn the National Offender Management Service for using Section 127 of the Criminal Justice and Public Order Act to gain a court order to force Prison Officers to return to places of work that by NOMS own admission and NOMS own statistics were not and remain not safe places or work.

HMPPS were advised of the content of the motion.

That Conference applaud the NEC and in particular the leadership for the way in which they have promoted the interests of this union over the last year, gained public support through the media, fought for our very existence and gave credence to all we do as a Service.

The terms of the motion have been carried out.

That Conference instructs that the NEC should immediately engage openly with other Public Sector Unions, such as Unite and Unison, in order to formalise a nationally co-ordinated approach to negotiations with Government over the aggressive cuts to the budgets of public services which these unions represent. This partnership should seek to repair the damage to these services that the

Government's austerity measures have caused, from which all of society benefits, and remove these services from the state of crisis they are now all in.

The terms of the motion have been passed to the TUC for the coordinated approach to be formalised and this is an ongoing Campaign of which the march and rally in London on May 12th 2018 was part of the said campaign.

That ALL POA officials cease to give free advice on social media platforms unless this is on the official POA site".

The terms of the motion have been carried out.

That Conference direct the NEC to refrain from making Official announcements, statements and releasing Branch Circulars on unofficial social media sites. Also that all announcements, statements, and Branch Circulars are promulgated via official channels.

The terms of the motion have been carried out.

Anytime the POA take national action, dedicated phone lines are set up at Cronin House and are staffed for the duration of the action. To ensure communications or instructions between branch officials and the NEC are properly maintained and available.

The terms of this motion are ongoing and will be actioned accordingly.

That Conference mandates the NEC to include as part of Annual Conference an update on National issues where it feels it has achieved a benefit for members commencing at Conference 2018.

Legal

The NEC has been involved with a number of legal challenges (JR's) which have brought significant changes to the prosecution of assaults through the Courts and internal adjudication process, this work continues and further updates will be brought to the attention of the membership.

The NEC with our legal providers have secured significant levels of compensation for members injured at work.

The NEC with our legal providers have represented and successfully defended members in Magistrates, Crown Courts and Coroner Inquests, recovering contributions paid on behalf of members to allow the policy to continue into 2018.

The NEC with our legal providers have been invited to engage with the law commission on considering the use and charge of mis-conduct in a public office.

The NEC with our legal providers have represented and supported members and ex-members in historic abuse cases setting out a foundation to deal with this type of allegation for the future.

Staffing

The POA has been heavily involved with the Government and Employers to drive forward the recruitment of new staff in line with our rules.

The Executive has identified significant failings within the benchmark policy and during 2017/18 brought about change to current staffing levels across the prison estate.

The Executive has progressed areas of work in respect of pay and reward and whilst this work is not complete there has been some significant developments to the proposals for the Advanced Prison Officer and Specialist staff within in the Juvenile Estate and the retention of the enhanced PP rates.

Pensions

The Executive working with other Unions has brought about significant changes to the proposed compensation payments to members under the PCSPS to benefit of members who were dismissed on medical inefficiency grounds.

The campaign to reduce the pension age for operational staff to 60 has moved on at a pace and the legal challenge mounted in 2018 on age discrimination.

Health & Safety & Security

The agreement to deliver joint HMPPS RMP workshops is almost complete and has seen several positive developments including assurances that some Governors will increase the number of operational staff in people hubs, we have also seen some dramatic reductions in MSLs.

We expect HMPPS will invite us to conduct joint RMP assurance visits this year to ensure that RMPs are implemented in line with the national agreement.

This year we intend to continue with joint health and safety inspections, we have requested to inspect a further 14 prisons and conduct assurance visits in 14 establishments we have already visited, feedback so far has been very encouraging, this is a very resource intensive piece of work for the NEC but has the potential to bring further improvements to the workplace.

The introduction of smoke free prisons following the campaign from the Union since 2007, has brought about significant change within prisons and whilst the roll out is not complete more than 70% of the estate in England and Wales is smoke free.

The work to monitor the harmful effects of second hand smoke and NPS continues in 2018 but significant progress in this area has been achieved by the Executive.

The roll out of body worn cameras and introduction of ridged cuffs within the prison estate as part of improved PPE must be seen as a positive.

The NEC secured a pilot scheme of PAVA incapacitant spray in four Prisons and will continue to pressure the Employer and Government to roll this protective equipment out nationally for all operational staff.

Campaigns & Engagement with MP's

The Union has supported and been heavily involved in a number of successful campaigns, attended Parliament to lobby MP's and raised the issue of prisons, violence, drugs, staffing and safety at the highest level. Raising the profile of the Union at the same time.

Conference accepts Conference Paper 2 and endorses the recommendations made within it pertaining to the provisions for accountancy services to the POA.

The terms of this motion have been fulfilled and Conference will be asked to appoint new providers for accountancy and audit services.

That Conference accepts Conference Paper 3 Political Fund Ballot Rules for Northern Ireland, under which a ballot could be held on a resolution approving the furtherance of the political objectives of the POA within the meaning of the Trade Union and Labour Relations (NI) Order 1995 (as amended). Further that, if those Rules are given formal approval by the Certification Officer, a ballot will be held in accordance with them.

The terms of the motion have been fulfilled.

That Conference accepts Conference Paper 4 Political Fund Ballot Rules for England, Wales and Scotland, under which a ballot could be held on a resolution approving the furtherance of the political objectives of the POA within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992. Further that, if those Rules are given formal approval by the Certification Officer, a ballot will be held in accordance with them.

The terms of the motion have been fulfilled.

That this Conference re-affirms that the POA is the appropriate union for all workers within the Criminal Justice Sector, Secure Hospitals or any other secure custodial environment in England, Scotland, Northern Ireland, Wales & the Isle of Man and as such the Union actively pursues recognition, legislation changes and organisation within every applicable workplace.

The terms of this motion remain ongoing and will be pursued by the Executive as part of the Strategy to bring private prisons back into public ownership and private contracts to be returned to the public sector as soon as contractually possible, this will remain a long-standing Policy of the Union.
