

# POA Annual Conference 2018

## Annual Conference **AGENDA**



## REPORT OF STANDING ORDERS COMMITTEE 2018

The Standing Orders Committee makes the following recommendations to Conference in regard to rules of procedure and the order of business of Conference. The Committee recommends that the Conference should sit as follows:

The Committee recommends that the Conference should sit as follows:

Tuesday	09:30 - 18:00
Wednesday	09:00 - 16:45
Thursday	09:00 – close

### STANDING ORDERS

1. The Chairman's ruling on any question under Standing Order's, or on points of order shall be final unless challenged. The correct method of challenging the Chairman's ruling shall be to move "That the Chairman do now leave the Chair". Such a motion cannot be put unless it has the support of ten branches (Rule12.10). When put, it can only be carried by a majority of two thirds of those voting. In these circumstances, the Chairman will continue to preside over the debate.
2. The attention of delegates is drawn to the procedure for raising a 'point of order'. The 'point of order' must deal with the conduct or procedure of the debate. The delegates rising to put the 'point of order' must prove one of the following:
  - (i) That the speaker is moving outside the scope of the question.
  - (ii) That the speaker is using 'un-parliamentary' language by making remarks of a personal nature, particularly if they are abusive, or by using obscene language.
  - (iii) That the speaker is transgressing a Rule of the Association.
  - (iv) That the speaker is infringing the Standing Orders, or in the absence of Standing Orders is acting contrary to the general custom of debate.
  - (v) That the speaker may be acting unlawfully or may be provoking violence by citing sexual or racial hatred.
3. If any member causes a disturbance during the proceedings and refuses to obey the Chairman's ruling he shall be expelled from the Conference and not allowed to return until a suitable apology has been tendered.
4. The Chairman shall not vote on any question unless there is an equal number of votes cast on each side, when he shall have the casting vote.
5. Time Limit: In resolutions appearing on the Agenda the mover shall be allowed five minutes for introducing the motion and shall have the right of reply to the debate, the reply also being limited to five minutes. No other member shall be allowed to speak twice on any Motion except at the discretion of the Chair. All other speeches shall be limited to three minutes.
6. Resolutions can only be dealt with by the consent of the majority.
  - (i) In the case of Motions seeking to bring about a new rule or change to a rule, Rule 30.1 is to be followed (i.e. two thirds majority).
  - (ii) Voting on all Motions at Conference shall be by a show of hands although a card vote may be demanded provided that it is supported by at least ten delegates following any such open vote. (Rule 12.13)
  - (iii) A card vote must be called before the Chairman calls the next resolution. Where a card vote is called for in the last resolution of a session, it must be taken before the close of that session.
7. Delegates and Observers are to occupy the accommodation made available to them. Delegates will remain in their seats during the taking of a vote and delegates shall remain in Conference until the end of the session, unless excused by the Chairman.
8. We recommend that the Minutes of the last Annual Conference and any subsequent Special Conference be adopted as read.
9. Branches are reminded that fourteen day's notice must have been given to the Finance Officer of any question which delegates desire to raise at Conference from the Statement of Accounts.
10. The procedure for dealing with the disposal of items submitted to the Standing Orders Committee shall be in accordance with Conference Paper 1/2015 (ACM 3-2015).
11. Delegates, guests and visitors are reminded that mobile phones **must** be switched off and not used in the hall whilst Conference is in session.
12. There is to be **no smoking** in the Conference Hall.

### STANDING ORDERS COMMITTEE

TERRY FULLERTON - CHAIRMAN  
GLYN TRAVIS - SECRETARY  
CHRIS DONOVAN – NEC  
DAVE TODD - NEC  
MICK GRATTON - VICE CHAIR SCOTLAND

# Order of Business ANNUAL CONFERENCE 2018

## Tuesday 15th May

Registration  
Standing Orders Report  
Election of Scrutineers and Tellers  
Appeals to Annual Conference  
Adoption of Standing Orders Report  
Welcome Speech by The Worshipful the Mayor of Sefton - Councillor Dave Robinson  
Minute Silence – Deceased Members  
National Chairman's Opening Address  
Finance Officer's Report  
Annual Conference of the Welfare Committee and Welfare Fund Report  
Annual Conference Motions  
**Guest Speaker:** Phyll Opoku Gyimah, Head of Political Campaigns & Equality – PCS  
Annual Conference Motions  
**Fraternal Address:** Geoff Burrows – Honorary Life Member Representative

*Note: The adoption of the Annual Report 2017  
will be placed before Conference at an appropriate time.*

## Wednesday 16th May

Registration  
**AGM:** National Committee for Secure Health Care Services  
Annual Conference Motions  
**Guest Speaker:** Helen Dyer, Director – CASPA, Life with Autism  
**Presentations:** Cronin Clasps, Health & Safety and Toe by Toe Awards  
Annual Conference Motions  
**Guest Speaker:** Emeritus Professor of Criminology, David Wilson – Birmingham City University  
Annual Conference Motions  
**Fraternal Address:** John Clinton – General Secretary, Southern Ireland POA  
**Guest Speaker:** John McDonnell, Shadow Chancellor of the Exchequer

## Thursday 17th May

Registration  
Annual Conference Motions  
**Guest Speaker:** Richard Burgon MP - Shadow Secretary of State for Justice and Shadow Lord Chancellor  
Annual Conference Motions  
**Guest Speaker:** Michael Spurr, CEO - HM Prison & Probation Service  
Annual Conference Motions  
**Guest Speaker:** Professor Keith Ewing – President IER  
Annual Conference Motions  
National Chairman's Closing Address  
General Secretary to Close of Annual Conference 2018

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>RULES AND CONSTITUTION</b>		
<p><b>1</b> Amend Rule 2.3 to read: The POA affiliate to the Labour Party. <b>HINDLEY</b></p>		
<p><b>2</b> Amend Rule 6.3 (e); Honorary life members and their partners will be responsible for their own costs of attending Annual Conference and will no longer be subsidised by the membership. <b>GRAMPIAN</b></p>		
<p><b>3</b> Add the following to Rule 26.7 after basis of the complaint.</p> <p>When a complaint is made against a member, the General Secretary (or in their absence their deputy) furnishes the person accused with full disclosure of the complaint in order to allow a comprehensive defence against the complaint to be made as soon as possible after receiving the complaint. <b>LOW NEWTON</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>SECURITY AND CUSTODY</b>		
<p><b>4</b> Conference instructs the NEC to negotiate with all employers for the introduction of “Spit Hoods” similar to those used by 17 of the UK’s police forces. <b>COOKHAM WOOD</b></p>		
<p><b>5</b> Conference instruct the NEC to negotiate with HMPPS for a full and comprehensive review of the Policy/PSI’s covering Bedwatches. <b>STYAL</b></p>		
<p><b>6</b> That Conference instruct the NEC to negotiate with HMPPS to make Personal Protection Strategies annual mandatory training for operational Support Grades due to carrying out night duties as part of the staffing compliment of establishments. Also to amend PSO 1600 to reflect appropriately. <b>LEEDS</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>AWARDS</b>		
<b>7</b> Conference award Mr Andy Darken Honorary Life Membership. <b>NEC</b>		
<b>8</b> Conference award Mr Terry Fullerton Honorary Life Membership. <b>NEC</b>		
<b>9</b> Conference award Mr Greg Mullineaux Honorary Life Membership. <b>NEC</b>		
<b>10</b> Conference award Mr Dave Reed Honorary Life Membership. <b>NEC</b>		
<b>11</b> Conference award Mr Tom Robson Honorary Life Membership. <b>NEC</b>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>HEALTH AND SAFETY</b>		
<p><b>12</b> That Conference instruct the NEC to demand that all members receive the protection they are entitled to under Legislation including, but not limited to, the Health and Safety at Work Act. <b>FULL SUTTON</b></p>		
<p><b>13</b> That Conference demands that HMPPS and other employers where POA members work commission an urgent Independent Inquiry into the short, medium and long term effects of all forms of NPS and any recommendations be acted on without delay to protect the Health and Safety of our members. <b>LOW NEWTON</b></p>		
<p><b>14</b> Conference instruct the NEC to demand that all employers where POA members work implement a strategy to eradicate NPS from the workplace and protect our members from the harmful effects of this substance.  If the Employer has not done this by August 1st 2018, the NEC are to take whatever action they see fit. <b>DARTMOOR</b></p>		
<p><b>15</b> Conference accepts that any member of staff who is exposed to NPS, appears to be, or is suspected to be affected by NPS, be given access to a voluntary drug test at the expense of the employer. This test must include the latest available information which is currently being used to test for NPS. <b>WYMOTT</b></p>		
<p><b>16</b> All POA Branch Committees approach their local H&amp;S Leads and demand statistics identifying the number of prison staff from 2015-2018 affected by PS. This information will then be sent to the NEC who will present these findings to the Employer, the Justice Select Committee and various Media Outlets. <b>DARTMOOR</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p><b>17</b> Conference instruct the NEC to obtain assurances from employers that POA H&amp;S Reps are trained to at least a recognised industry level of a Diploma in all aspects of Health &amp; Safety to secure a more realistic base level for our members. <b>SUDBURY</b></p>		
<p><b>18</b> That Conference instruct our NEC to negotiate with the MoJ and HMPPS that the uniform grade are issued stab vests to wear when on prisoner escorting duties or bedwatches. <b>HINDLEY</b></p>		
<p><b>19</b> That Conference instructs the NEC to engage with employers to ensure that the Industrial Injuries Disablement Benefit forms (11DB) is available with the workplace Accident Books, to provide members with immediate access to the form should they wish to register the incident and in doing so enhance the employers' Duty of Care to their staff. <b>COOKHAM WOOD</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>OPERATIONS</b>		
<p><b>20</b> That Conference debate the outsourced “Works” contract within Prisons, sending a clear message that these company’s aren’t fit for purpose. <b>WYMOTT</b></p>		
<p><b>21</b> That Conference instruct the NEC to challenge HMPPS and the Government to review the awarding of and existing Prison Service related contracts in order to establish that they are providing value for tax-payers money, whilst maintaining service standards. <b>HEWELL</b></p>		
<p><b>22</b> In light of the uncertainties over Brexit that the POA locally and nationally campaign to ensure that workers do not pay the price in any agreements as outlined in Conference Paper 2. <b>NEC</b></p>		
<p><b>23</b> Conference accept that when the UK has left the European Union, the POA NEC are given a mandate to do whatever is necessary to reinstate the power for Governors to remove remission from prisoners as part of any adjudication award. <b>THE VERNE</b></p>		
<p><b>24</b> That Conference recognise that the current operational Non-Effective of 20% is insufficient to meet the needs of the membership or the operational needs of the service.  Further, that Conference mandate the NEC to engage with HMPPS and other employers to implement a Rate closer to 25%.  An update and report back to be provided for the membership no later than Conference 2019. <b>SWALESIDE</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p><b>25</b> That Conference instruct the NEC to challenge HMPPS and other employers and specifically Occupational Health Services whereby a designated Occupational Health Practitioner can discard a sick leave note prescription proffered by a POA members GP or Specialist. This to be challenged legally if necessary. <b>STYAL</b></p>		
<p><b>26</b> That Conference mandates the NEC to challenge HMPPS over the use of 'Halsbury's Law' balance of probability in PSI 06/2010. <b>HEWELL</b></p>		
<p><b>27</b> That Conference instruct the NEC to negotiate with HMPPS to protect the Band 4 Supervising Officer rank and not leave this up to Governors who have autonomy. <b>HINDLEY</b></p>		
<p><b>28</b> That Conference instruct the NEC to enter into dialogue with employers to ensure all operational Governors/Managers wear uniform whilst on duty, to ensure they are identified as an operational member of staff. <b>PORTLAND</b></p>		
<p><b>29</b> Conference accepts that when an allegation relating to any form of misconduct by a Band six or above is lodged and in order to restore faith in PSI 06-2010 and maintain transparency, all alleged misconduct at band six or above is investigated and actioned by an appropriate external Civil Service Manager. <b>THE VERNE</b></p>		
<p><b>30</b> That Conference instruct the NEC to enter into consultation to ensure that a new Algorithm for the classification of prisoners is introduced to identify prisoner's behaviour as part of the categorisation process. <b>PORTLAND</b></p>		
<p><b>31</b> Conference instruct the NEC to negotiate with HMPPS to provide each POA Branch a 'Pace Recording Facility' for their use to ensure a true record of investigation hearings and appeals. <b>STYAL</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>HR</b>		
<p><b>32</b> Conference debate the effectiveness of our withdrawal from negotiating or providing submissions to the PSPRB. <b>WHITEMOOR</b></p>		
<p><b>33</b> That Conference affirms the current Union Policy not submitting evidence to the Prison Service Pay Review Body until such time as this Union is satisfied that it is independent of Government Policy and members have confidence in it. <b>LOW NEWTON</b></p>		
<p><b>34</b> That Conference debate the current policy to refrain from submitting evidence to the PSPRB as set out in ACM 10 (D)/ 2015, furthermore that Conference instruct the NEC to submit evidence to the PSPRB for 2018/19 and until such time as Conference determine otherwise to ensure our members receive a fair and just pay award. <b>LEEDS</b></p>		
<p><b>35</b> Conference mandate the NEC to fully engage with the PSPRB. <b>WHITEMOOR</b></p>		
<p><b>36</b> That Conference instruct the NEC to negotiate with HMPPS to obtain a backdated pay award for every year since 2010 for all grades of 0.5% for every year that staff did not receive a pensionable rise operational and non-operational. <b>LEEDS</b></p>		
<p><b>37</b> Conference mandate the NEC to pursue an uplift in the payment of Care and Maintenance for both Search and Patrol Dog Handlers when they have 2 dogs. The current practice is a yearly payment with a percentage uplift of this payment for having a second dog, whereas, it should be a yearly payment for each dog. <b>WHITEMOOR</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p><b>38</b> That Conference instructs the NEC to achieve equal and across the board future pay increases for Bands 2-5 irrespective of terms and conditions. <b>HEWELL</b></p>		
<p><b>39</b> That Conference instruct the NEC to negotiate with the appropriate authority an agreement which exempts operational staff from financial or other sanctions incurred by taking their children out of school for up to two weeks in order to facilitate a family holiday. <b>FULL SUTTON</b></p>		
<p><b>40</b> That Conference mandate the NEC to demand the Employer assume full responsibility for the payment of additional hours worked including, but not limited to Bedwatch, Payment Plus and Tornado Duty. <b>FULL SUTTON</b></p>		
<p><b>41</b> Conference instruct the NEC to agree a policy with the Employer that any member who has been unable to take TOIL owing to them should, at the end of the leave year, be entitled to payment of their current balance at the current payment plus rate. <b>FULL SUTTON</b></p>		
<p><b>42</b> That Conference mandate the NEC to demand that, where a member has been unable to use their annual leave entitlement, that member should be able to take that balance at their convenience in the next leave year. <b>FULL SUTTON</b></p>		
<p><b>43</b> That Conference instruct the NEC to enter talks with the employer to negotiate a payment for all operational staff that are required to pass an annual Fitness test and Restraint refresher. This allowance would cover all sporting equipment needed to ensure staff are correctly dressed for the test. This would also include an allowance towards the use of services to enable staff fitness and wellbeing. <b>FELTHAM</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p><b>44</b> That Conference instruct the NEC to negotiate an 'After Care Service' funded by the employer which is available to all HMPPS employees in regards to any health issue/s which has resulted in their dismissal on medical inefficiency and which on-going therapy is required. <b>CARDIFF</b></p>		
<p><b>45</b> That Conference instruct the Executive to give F&amp;S Band 4's the same option to progress to Band 5 without the need to complete new accreditation, after already completing a diploma in team leadership. <b>STOKE HEATH</b></p>		
<p><b>46</b> That Conference recognise the operational JSAC process used by HMPPS as a route for promotion as not being fit for purpose.  Further, that conference mandate the NEC to engage with HMPPS in reviewing and implementing a better, fairer, ability based promotion scheme that is not only designed to improve the ability and competencies of all grades, but that is also fit for purpose and maintains the health and safety of the membership. <b>SWALESIDE</b></p>		
<p><b>47</b> That Conference instruct the NEC to do a study into the percentage of red hours conducted by the uniform grades including our OSG members and use this figure to negotiate a rise in the 17% shift allowance currently paid. <b>HINDLEY</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>PENSIONS</b>		
<p><b>48</b> That Conference instruct the NEC to negotiate with HMPPS to make Payment Plus pensionable for all grades owing to the fact that the current Alpha pension scheme is a career average scheme. <b>LEEDS</b></p>		
<p><b>49</b> That Conference instruct the NEC to negotiate with HMPPS, Civil Service, Cabinet Office and or any other organisation, to achieve a reduction of actuary reduction on early payment of pensions from 5% to a standard reduction of 3% for each and every year of actuary reduction as opposed to the current level of 5% for each of the first 5 years and 3% for the further years. <b>LEEDS</b></p>		
<p><b>50</b> That Conference accept that when a Section 11 application is made HR should not be required to submit a report stating whether they support the request and instruct the Executive to negotiate a change in policy. <b>EDINBURGH</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>MATTERS AFFECTING THE UNION</b>		
<p><b>51</b> That the NEC to explain to Conference as to why, in many instances, it takes twelve months to receive an update on motions which have been passed at Conference and advise if this process can be streamlined or improved with an interim report or a verbal update to the membership. <b>WYMOTT</b></p>		
<p><b>52</b> That Conference instruct that the NEC update the membership with quarterly updates on the progress of outstanding Conference Motions. <b>HEWELL</b></p>		
<p><b>53</b> That Conference instruct the NEC that in all future negotiations with the employer where a ballot of the members is required, a separate ballot should be held for each agenda item, rather than multiple agendas on 1 ballot paper. <b>ELMLEY</b></p>		
<p><b>54</b> That Conference recognises that the POA is an exemplary employer when it comes to pay and terms and conditions of employed staff. Additionally conference recognises that with the POA suffering year on year financial deficits and declining membership numbers that this places this great union at risk for future generations, both members and employed staff.</p> <p>Therefore Conference instructs that the current incumbents within the roles defined as;</p> <p>Finance Officer Assistant Secretaries (inc.N.I. &amp; Scotland) Deputy General Secretary General Secretary</p> <p>Will receive no further or future pay rises or other financial or personal incentives to carry-out their role as the current remuneration packages are sufficient. <b>FELTHAM</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p><b>55</b> That Conference instructs the NEC to review the branch official training package and ensure that it is fit for purpose and accessible for all branch officials. To evidence this the NEC compile a list of trained branch officials and untrained branch officials to be disclosed to each branch and addressed if necessary, with a view to have all branch officials trained by Conference 2019. <b>FELTHAM</b></p>		
<p><b>56</b> That Conference instruct the NEC to seek legal assistance and take action with regards to the fitness test and new age of pensionable retirement. Ensuring that the test is fit for purpose and safe for all staff. <b>FELTHAM</b></p>		
<p><b>57</b> That all awards given to the membership ie, Cronin Clasp, Steve Oxby and all others have a closing date in line with Annual Conference motions, that being 31st January each year prior to Annual Conference in May of that year. <b>FORD</b></p>		
<p><b>58</b> That Conference instruct the NEC to send a message to Michael Spurr from Conference that the £20,000 bonus he received is nothing more than blood money for the disgraceful and shameful way he allowed the Prison Service to fail. <b>HINDLEY</b></p>		
<p><b>59</b> That Conference instruct the NEC to provide all of the information relating to the Permanent Injunction which was granted in the High Court on 19th July 2017, including all Legal Advice.</p> <p>Furthermore, following receipt of all the information and ensuring Delegates have had time to read the documentation, Conference debate this to ensure that the NEC has acted in the best interests of the POA Membership. <b>WHITEMOOR</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p><b>60</b> Conference debates the impact of the High Court granting a Permanent Injunction against the POA, on Wednesday 19th July 2017, has on:</p> <ol style="list-style-type: none"> <li>1. The National Executive</li> <li>2. Branch Committee's</li> <li>3. The Membership</li> </ol> <p><b>WHITEMOOR</b></p>		
<p><b>61</b> Conference demand that the National Executive Committee explain their future plans for this Union after the Permanent High Court Injunction which was granted on 19th July 2017.</p> <p>Furthermore, the National Executive Committee explain how they intend to protect POA Members against being forced to perform Voluntary Tasks against their will.</p> <p><b>WHITEMOOR</b></p>		
<p><b>62</b> Conference has a Vote of Confidence in the National Executive Committee due to the publication of POA Circular 21/2017 which led to a Permanent Injunction being granted in the High Court on 19th July 2017 against the POA.</p> <p><b>WHITEMOOR</b></p>		
<p><b>63</b> Conference acknowledge that the NEC have achieved significant savings within the POA since 2010 in a period of austerity where there has been no growth in membership due to Government cuts. During this period a partial restructuring exercise was necessary but Conference accepts in order to be fit for future generations to ensure the POA remain a sovereign independent trade union that further work needs to be done leaving no stone unturned. Conference therefore accepts Conference Paper 1 as a terms of reference for a small working group to make clear recommendations by Conference 2019.</p> <p><b>NEC</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p><b>64</b> That Conference instructs the NEC to form a team of full members sought as volunteers from the field via circular to undertake the job of restructuring in order to ensure that this Union is fit for purpose for the foreseeable future. The field based team will look at but will not be limited to the financial position, NEC Lay and employed structure, POA employed structure, representation and legal services. With a report due back for Conference 2019. <b>FELTHAM</b></p>		
<p><b>65</b> That Conference instructs the NEC to form a field based team to review our legal services, including provider and current policy, making any necessary recommendations, if at all, to Conference 2019. <b>FELTHAM</b></p>		
<p><b>66</b> The POA condemn this Government in awarding a facilities management contract to Carillon. <b>NEC</b></p>		
<p><b>67</b> That Conference support the NEC in their political campaign to return facilities management contracts to the public sector. <b>NEC</b></p>		
<p><b>68</b> Conference approves the appointment of the General Federation of Trade Unions (GFTU) as accountants to the POA &amp; the POA Welfare Fund Charity from the 1st June 2018 until 31st May 2023. <b>NEC</b></p>		
<p><b>69</b> Conference approves the appointment of Sturgess Hutchinson as auditors &amp; assurer to the POA &amp; auditors to the POA Welfare Fund Charity from the 1st June 2018 until 31st May 2023. <b>NEC</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p><b>70</b> That Conference instruct the NEC to investigate the Prison Officer 2 contract of employment and provide a full report back to conference in 2019 or before if concluded. <b>FELTHAM</b></p>		
<p><b>71</b> Conference instruct the POA to re-start the trades dispute fund. <b>NEC</b></p>		
<p><b>72</b> Conference instruct the NEC to negotiate another 'Fresh Start' which benefits all staff at no detriment to the working practices of Bulletin 8. <b>THE VERNE</b></p>		
<p><b>73</b> That Conference instruct the POA NEC takes whatever steps necessary to remove the current CEO from post due to the large rise in death in custody's, large rise in violence towards staff and prisoners and damning Inspectorate Reports all caused by failed project's and Policy's which he has created and implemented such as Benchmarking and Fair and Sustainable. <b>THE VERNE</b></p>		
<p><b>74</b> That Conference recognise the need to acknowledge long term membership to the POA, in the form of awarding a long term membership recognition badge/ brooch, i.e.</p> <ul style="list-style-type: none"> <li>• A bronze badge for 10 years membership.</li> <li>• A silver badge for 15 years membership</li> <li>• A gold badge for 20 years membership</li> </ul> <p>Or an award in a similar vein.</p> <p>If agreed by Conference, then the design of the badge or adornment to be opened up to the membership for suggestions and then to be agreed by the NEC. This motion to be achieved by Conference 2019. <b>SWALESIDE</b></p>		
<p><b>75</b> Can Conference confirm its support for the Retired Members Committee. <b>SUDBURY</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p><b>76</b> Conference be given an update of any progress that the Retired Members Committee have achieved in the enhancements of the benefits to retire members. <b>SUDBURY</b></p>		
<p><b>77</b> Conference debate the problems that are particular to the Open Estate. <b>SUDBURY</b></p>		
<p><b>78</b> Conference accept the need for a dedicated member of the NEC to help with problems in the open estate, to deal with issues particular of the open estate. <b>SUDBURY</b></p>		
<p><b>79</b> Conference to debate the effectiveness of the disputes procedure and the role of the National Disputes Committee. <b>SUDBURY</b></p>		
<p><b>80</b> Conference support a process that brings a restructure to the National Disputes Committee to include the Local Branch Official's attendance within meetings regarding their dispute/disputes. <b>SUDBURY</b></p>		
<p><b>81</b> Conference accept the recommendation in line with Rule 22.2(a) of the National Committee for Private Sector Services (NCPSS) and agree to the employment of two officers to oversee the interests of members in the private sector, the management of the NCPSS and ensure progression, development and recruitment within that sector for the union. <b>OAKWOOD</b></p>		
<p><b>82</b> That Conference instruct the NEC that if they have not got one already, that the POA have a social media strategy for the union, it's employees and anyone with access to upload or publish information on behalf of the membership. <b>DUMFRIES</b></p>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>REPORT BACKS</b>		
<b>83</b> A report back from the NEC regarding any legal action against the injunction imposed upon the POA in 2017. <b>ELMLEY</b>		
<b>84</b> A report back from the NEC regarding issues surrounding the Prison Officer 2's contract. <b>ELMLEY</b>		
<b>85</b> A report back from the NEC regarding issuing a ballot to OSG's to take strike action. <b>ELMLEY</b>		

<b>REMARKS</b>	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>