



POA Annual Conference 2019 - 80th Anniversary

Annual Conference Report Backs

Dignity & Safety at Work

REPORT BACKS 2019

SECURITY AND CUSTODY

4 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.

The terms of this motion were put before HMPPS following the close of Conference by the Security and Custody Whitley Sub Committee and discussed at several subsequent meetings.

"HMPPS recommend not to issue spit hoods at this present time. They inhibit communication with prisoners; are largely impractical, and; probably breach human rights about inhumane and degrading treatment. The evaluation of police findings was being monitored, as evidence suggested that any action which is, degrading / demeaning was likely to further provoke the situation. We need to challenge prisoners' behaviour when spitting is an issue".

5 Conference instruct the NEC to negotiate with HMPPS for a full and comprehensive review of the Policy/PSI's covering Bedwatches.

The terms of this motion were put before HMPPS following the close of Conference by the Security and Custody Whitley Sub Committee and discussed at several subsequent meetings.

"At present there is no intention to review PSI 33/2015 – External Prisoner Movement or the Concordat between the National Offender Management Service & NHS Counter Fraud and Security Management Service - Prisoner Escort and Bedwatch Function (2010), both of which relate to the management of Bedwatches. Whilst the proposed review of the National Security Framework (NSF) will fundamentally redesign the way we support HMPPS establishments in meeting the Legislative and Statutory requirements in respect of Security, any review of a policy within this framework will be identified by either emerging threats to the estate or organisational priorities".

6 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.

The terms of this motion were put before HMPPS following the close of Conference by the Security and Custody Whitley Sub Committee and discussed at several subsequent meetings.

"All officers do personal safety training as part of the Prison Officer Entry Level Training (POELT). PSO 1600 states that Governors must make arrangement for all new starters including operational security grades, administration grades and teachers to undergo personal safety training locally. Thereafter, refresher training in personal safety techniques is not mandatory for anyone, but Governors are encouraged to offer refreshers on the basis of local need and risk assessment.

There are four mandatory elements of the refresher training and multiple others that Governors can choose from.

Rollout of Spontaneous Protection Enabling Accelerated Response (SPEAR) will provide an opportunity to give officers, operational security grades and staff in prisoner facing roles revised and improved training in personal safety techniques".

The POA have not received any assurances that SPEAR will be delivered to any bands/grades outside of operational 3 to 5.

6A Was Emergency Motion 1

In February 2018, following an incident we became aware that there is no clear policy in place to move prisoners to protect the health and safety of members and Governors have the right to simply refuse due to population pressures.

Therefore, Conference instruct the NEC to negotiate with HMPPS to agree a policy that facilitates the movement of problematic prisoners from one establishment to another in order to reinforce good order and discipline within the establishment.

The terms of this motion were put before HMPPS following the close of Conference by the Security and Custody Whitley Sub Committee and discussed at several subsequent meetings.

"There is no policy preventing Governors moving disruptive prisoners and there is no directive from HMPPS HQ related to population pressures around the movement of these prisoners. Many single moves of disruptive prisoners happen across the estate agreed between Governors. The issue may be the number of disruptive prisoners being moved is such that Governors at times may struggle to find a Prison to take their disruptive individuals.

Where a number of prisoners are involved, the tornado transfer system can be used ad-hoc. Governors retain discretion to manage disruptive prisoners locally and indeed in many cases it is the best option. It is not desirable to simply transfer every disruptive prisoner as this may not be the best option in all cases and could become unmanageable".

The motion will remain as a policy of the Union until it is achieved.

AWARDS

7 Conference award Mr Andy Darken Honorary Life Membership.

The terms of this motion were dealt with by the NEC and administration of the Union.

8 Conference award Mr Terry Fullerton Honorary Life Membership.

The terms of this motion were dealt with by the NEC and administration of the Union.

9 Conference award Mr Greg Mullineaux Honorary Life Membership.

The terms of this motion were dealt with by the NEC and administration of the Union.

10 Conference award Mr Dave Read Honorary Life Membership.

The terms of this motion were dealt with by the NEC and administration of the Union.

11 Conference award Mr Tom Robson Honorary Life Membership.

The terms of this motion were dealt with by the NEC and administration of the Union.

11A This Conference awards Honorary Life Membership to Chris Donovan as recognition of his outstanding service to the POA.

The terms of this motion were dealt with by the NEC and administration of the Union.

HEALTH AND SAFETY

12 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.

The terms of this motion were put before HMPPS following the close of Conference by the H&S Whitley Sub Committee and discussed, the terms of the motion have not been fully achieved but work is ongoing to progress matters.

13 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.

The terms of this motion were put before HMPPS following the close of Conference by the H&S Whitley Sub Committee and discussed at several subsequent meetings. At present the terms of the motion remain outstanding and work continues in this area.

14 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.

The terms of this motion were put before HMPPS following the close of Conference by the H&S Whitley Sub Committee and discussed at several subsequent meetings.

The terms of the motion are being progressed and the Executive are in discussions to reduce the risk of exposure to illicit air-borne contaminants these discussions include but are not limited to safe systems of work for entering a cell where PS is present, and the prisoner is either conscious or unconscious. The provisions of PSI 9/2007 should be used by staff if they believe NPS is present.

15 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.

The terms of this motion were put before HMPPS following the close of Conference by the H&S Whitley Sub Committee and discussed at several meetings. The employer has initiated a pilot scheme covering the terms of the motion and this is being extended to improve evaluation reports.

16 All POA Branch Committees approach their local H&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.

The terms of this motion were put before HMPPS following the close of Conference by the H&S Whitley Sub Committee and discussed at several meetings.

The Executive received 40 responses to POA Circular 62/2018, this information has been used by the parliamentary group and provided to the press in an attempt to highlight the issues staff are facing on a daily basis. The provisions of PSI 9/2007 should be used by staff if they believe NPS is present.

17 Conference instruct the NEC to obtain assurances from employers that POA H&S Reps are trained to at least a recognised industry level of a Diploma in all aspects of Health & Safety to secure a more realistic base level for our members.

The terms of this motion were put before HMPPS following the close of Conference by the H&S Whitley Sub Committee and the terms of the motion have not been achieved.

The motion will remain as a policy of the Union until it is achieved.

18 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.

The terms of this motion were put before HMPPS following the close of Conference by the H&S Whitley Sub Committee and the terms of the motion have not been achieved.

The motion will remain as a policy of the Union until it is achieved.

19 That Conference instructs the NEC to engage with employers to ensure that the Industrial Injuries Disablement Benefit forms (I1DB) 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.

The terms of this motion were put before HMPPS following the close of Conference by the H&S Whitley Sub Committee and the terms of the motion have not been achieved. However the local POA committee can ensure the form is available for all members within the workplace.

OPERATIONS

21 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.

The term of this motion was put before HMPPS following the close of Conference by the Operations Whitley Sub Committee and discussed at several subsequent meetings.

“HMPPS and the wider MoJ consistently review all our contracts to ensure that they are providing value for money to the Taxpayer. Part of this review

considers where services are best placed (i.e. Public or Private Sector) both now and in the future. In order to test value for money we need to test the market through competition. A mixed-market model can drive innovation and deliver additional value. Benefits are assessed at contract award and are managed through the contract life, if the private sector models offer better value at evaluation.

Whilst our strategy is to continue with a mixed economy of public and private provision, we do not believe that a significant increase in private provision is necessary, however a more partnership working approach with our providers will deliver better services in the future. Members of the Executive attended cabinet office with the trade union co-ordinating group where the future of public outsourcing was challenged.

With regards to existing contracts, the same operational issues have affected both public and private sector, both public and private prisons have performed broadly comparatively over recent years.

The MoJ 2030 Strategy work has also commissioned a review to ascertain the public sector cost of delivery of private prison contracts to enable a cost comparison to be made following changes to public sector delivery over recent years including revised pay rates, benchmarking and Offender Management in Custody.

Lessons learned from previous projects will be considered and built into planning for future competitions, including new prisons commissioned under the Prison Estate Transformation Programme”.

The motion will remain as a policy of the Union until it is achieved.

22 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.

The term of this motion was put before the Executive on the 13th of June 2018 to be progressed and the Executive through the Parliamentary group and TUC have been pursuing the policy and aims of the union which remain outstanding at the time of writing the report back.

The motion will remain as a policy of the Union until it is achieved.

23 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.

The term of this motion was put before the Executive on the 13th of June 2018 to be progressed and the Executive through the Parliamentary group and TUC have been pursuing the policy and aims of the Union which remain outstanding at the time of writing the report back.

The motion will remain as a policy of the Union until it is achieved.

24 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.

Response from HMPPS 27.03.19;

“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. 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, Parental Leave 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% non-effective rate”.

The motion will remain as a policy of the Union until it is achieved.

25 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.

Response from HMPPS;

"We understand "sick leave note prescription" to mean "Fit Notes" issued by GPs.

It is a record of advice from the doctor. It is not legally binding for employee or your employer. The fit note enables employee and employer to agree what's best for both parties.

The GP is unlikely to have implicit knowledge of the work place, where as a designated Occupational Health practitioner will have this knowledge or can make enquiries via the employer if they require clarification on the specific requirements of the role in terms of minimum standards of fitness, design/demand of the work tasks and the environment. The OH practitioner can also gain an understanding of what adjustments are feasible and what isn't. Equipped with this evidence and knowledge of the work place, the OH Advisor is competent to make clinically justified recommendations on fitness for work and/or adjustments. Sometimes these will not align with the advice in the GP Fit Note.

More information can be found via <https://www.gov.uk/government/publications/the-fit-note-a-guide-for-patients-and-employees>".

The motion will remain as a policy of the Union until it is achieved.

26 That Conference mandates the NEC to challenge HMPPS over the use of 'Halsbury's Law' balance of probability in PSI 06/2010.

HMPPS Response 26.03.19;

This will be considered as part on the review of the Conduct and Discipline policy under the Our People Policies project.

The NEC remain committed to this policy following on from POA Circulars 05/06 of 2019.

27 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.

The term of this motion was put before HMPPS following the close of Conference by the Operations Whitley Sub Committee and discussed at several subsequent meetings. The NEC promulgated POA Circular 118/18 as a report back.

28 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.

The term of this motion was put before HMPPS following the close of Conference by the Operations Whitley Sub Committee and at present the employer has not agreed to implement any change in policy.

“HMPPS does not have a uniform policy for Operational Managers, Deputy Governors or Governors. There are no plans to introduce such a policy at this point”.

The motion will remain as a policy of the Union until it is achieved.

29 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.

HMPPS Response 26.03.19;

“The HMPPS Conduct and Discipline policy is based on dealing with any allegations of misconduct in a fair and transparent manner. This would mean where there are conflicts of interest/relationships, that an independent staff member is assigned to investigate and action any disciplinary related activity. Therefore HMPPS are not looking to appoint any external Civil Service manager investigators at this point in time”.

The NEC totally refute this answer and this will form part of our negotiations of PSI 6/10.

30 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.

The term of this motion was put before HMPPS following the close of Conference by the Operations Whitley Sub Committee and discussed at several meetings work is ongoing through HMPPS on changing the processes for classification of offenders.

31 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.

HMPPS response 26.03.19

“At the moment the policy requires a record of the investigation to be provided and not a tape recording per se. Staff members can be taped if permission has been given. If we were to mandate tape recordings there would need to be a policy change.

To conclude, we currently have no plans to introduce recording machines”.

HR

33 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.

The term of this motion was put before the Executive on the 13th of June 2018 and no evidence was submitted work continues to restore the Unions trade union rights.

The motion will remain as a policy of the Union until it is achieved.

37 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.

HMPPS Response 03.10.18

“Reward Team: as for all Operational Allowances, the value of the Care & Maintenance of Dogs Allowance is a matter for PSPRB determination. HMPPS will not be submitting a proposal to the Review Body to increase the existing value for staff care for more than 2 dogs. The PSPRB process remains the avenue available for the POA to make representations for an increase and, as ever, HMPPS would encourage the POA to re-engage with this process”.

39 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.

HMPPS Response – 26.11.18

“I took an action from the meeting from one of the POAS motions regarding Officers being exempt from the fine imposed by the Department of education if they take a child out of school out of school holidays.

I think the attached is comprehensive and re-iterates that this is a local decision for the head teacher/ local authority has and not one HMPPS has influence over.

The Police Force did have exemption for a while, however this has since been retracted.

Thank you for your email of 11 October about exemption from school fines incurred by pupil absence.

I should say firstly that the Department for Education's priority is to reduce overall school absence. The evidence shows that every extra day of school missed can affect a pupil's chances of achieving good GCSEs, which has a lasting effect on their life chances.

It may be helpful if I explain that headteachers of maintained schools retain the discretion to authorise absences, but they may only do so in exceptional circumstances. Although the department does provide guidance concerning the regulations, it does not specify what constitutes exceptional circumstances. Headteachers know their pupils best and are therefore allowed to make those judgements on a case-by-case basis, considering the merits of each request for leave and deciding whether it is exceptional.

I should make clear that parents have no entitlement to leave of absence for their child; leave of absence is granted entirely at the school's discretion. Where a school refuses an application from a parent to take their child out of school, the parent has no grounds for appeal.

Penalty notices are issued to address various school attendance offences ranging from persistent lateness to unauthorised term-time holidays. It is for the local authority to draw up a Code of Conduct for issuing penalty notices, in consultation with their schools and the police, which sets out the occasions when it will be appropriate to issue a penalty notice.

There is no right of appeal by parents against a penalty notice.

If the penalty is not paid in full by the end of the 28-day period, the local authority must decide either to prosecute the parent for the original offence to which the notice applies or withdraw the notice.

Parents can write to their local authority if they believe that they have been incorrectly issued with a penalty notice. The local authority will consider this carefully as the law provides limited grounds for them to withdraw a penalty notice.

It is also for the local authority to decide whether to prosecute a parent for failing to ensure that their child of compulsory school age who is registered at school attends regularly, having taken account of all the circumstances of the case and the information submitted by the school.

The purpose of these measures is to provide a strong deterrent against an offence because we know how important attendance is to pupils achieving their full potential in schools.

More information about school attendance and absence can be found here: <https://www.gov.uk/school-attendance-absence>.

Thank you again for writing to the department and I hope the information I have provided is useful.

As part of our commitment to providing a world class customer service we recently joined the Institute of Customer Service (ICS), who are helping us work towards becoming an industry leader in this area.

We need your help to identify what we are good at, and more importantly, what we can improve on. Please follow the link below to complete the short 10-minute survey.

<https://www.tlfsadmin.com/view-survey/departmentforeducation0918>

Yours sincerely

Ministerial and Public Communications Division”

40 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.

“Reward Team: for operational staff payment for additional hours worked is permitted only for specific duties. We would not have received approvals to pay at the premium rates currently available if this were not the case. HMPPS operates a TOIL policy for general hours worked over and above those contracted. The management of the TOIL policy is for local management and is not a reward policy issue”.

The motion will remain as a policy of the Union until it is achieved.

44 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.

The term of this motion was put before HMPPS following the close of Conference by the HR Whitley Sub Committee and discussed at several subsequent meetings.

Response from HMPPS;

“Priscilla Wong (National Lead, Occupational Health and Employee Assistance Programme): HMPPS staff who have retired through severance, age related, medical or early retirement have authorised access to the service for three months following their last day of service”.

46 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.

The term of this motion was put before HMPPS following the close of Conference by the HR Whitley Sub Committee and discussed at a number of subsequent meetings.

HMPPS Response 03.10.18;

“Munazzah Choudhury (Head of National Assessments, Design and Evaluation): It is best practice when selecting candidates for promotion for them to be assessed on criteria which they will be assessed on in the workplace, and by using exercises which simulate the workplace activities which they would be typically doing at the next level up. The National Assessment Team ensure this by basing all marking guides on the Civil Service Competency Framework, incorporating HMPPS Competencies, and by operational Design Managers conducting job analysis prior to design of each assessment to accurately represent the level to which the promotion is aimed at.

Registered Occupational Psychologists and the Director of Assessments quality assure the assessment materials, marking and moderation process making it a fair and ability, based process.

The National Assessment Team welcome engagement from the unions and are happy to meet and discuss the relevant assessments.

Munazzah Choudhury (Head of National Assessments, Design and Evaluation): It is best practice when selecting candidates for promotion for them to be assessed on criteria which they will be assessed on in the workplace, and by using exercises which simulate the workplace activities which they would be typically doing at the next level up. The National Assessment Team ensure this by basing all marking guides on the Civil Service Competency Framework, incorporating HMPPS Competencies, and by operational Design Managers conducting job analysis prior to design of each assessment to accurately represent the level to which the promotion is aimed at.

Registered Occupational Psychologists and the Director of Assessments quality assure the assessment materials, marking and moderation process making it a fair and ability, based process.

The National Assessment Team welcome engagement from the unions and are happy to meet and discuss the relevant assessments”.

PENSIONS

48 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.

The term of this motion was put before the Executive on the 13th of June 2018 to be progressed. Payment Plus is non-pensionable and at present there is no intention from HMPPS, Treasury, or Cabinet Office to change this. HMPPS are looking to introduce ACH which may be pensionable in some cases.

The motion will remain as a policy of the Union until it is achieved.

50 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.

The term of this motion was put before the Executive on the 13th of June 2018 to be progressed and the following report covers the disposal of the policy.

Update sought from Priscilla Wong on 2/10/18;

“HMPPS Human Resources (including HRBPs) are not involved with any decisions regarding Sick Leave Excusals (SLE) and should have no input into what compensation for medical inefficiency an employee receives when dismissed other than HR Executive Director approval being obtained where the compensation payment will exceed 75% or more of the payment cap.

Where an absence occurs, due to an assault, injury or disease contracted whilst carrying out official duties, and an application for SLE should be made. The policy and process is;

Governors/Heads of Business Unit’s are responsible for considering applications for sick leave excusal for staff that are injured or contract a disease in the course of their duties. This will usually be carried out in conjunction with advice from the Pension Scheme Medical Advisor to determine whether a ‘Qualifying Injury’ has occurred. In no circumstances can an absence be determined as not qualifying without a referral and the support of the Pension Scheme Medical Advisor.

When initially considering an employee’s SLE application Governors/Heads of Business Unit’s have the authority to:

- *Approve the application, without referral to the Pension Scheme Medical Advisor (this is only advisable in clear cut cases);*

- *Make a referral to the Pension Scheme Medical Advisor, where they are unsure about the causal link between the incident(s) being cited and the injury sustained or where, even in seemingly clear cut cases, there is a doubt as to whether the injury meets the 'Qualifying Injury' criteria; (for example, with cases of work-related stress).*
- *Make a referral to the Pension Scheme Medical Advisor where they are considering rejection of the application for Sick Leave Excusal, for determination of whether a 'Qualifying Injury' has occurred. HR Policy Lead".*

HMPPS Response 19.03.19;

"The MoJ policy team and SOCT are working together to produce a revised prisoner categorisation policy framework and a new digital categorisation service (DCS). The DCS will support a categorisation risk assessment that is more responsive to issues specific to custodial risk including custodial violence and ongoing criminality from within custody as well as the risks of escape/abscond and harm to the public. The DCS will be informed by a wider range of data than is currently available to the person making the assessment and will be integrated with existing information systems (limited to begin with) to facilitate easier identification and access to relevant information. The decision in any individual case remains the responsibility of the person designated to the role. The new assessment for initial categorisation will be piloted from early April, followed by a pilot of the re-categorisation process about a month later. Meetings have been held with POA and PGA and NTUS (most recently 12 March) to discuss new the framework and DCS. Unions are aware of the arrangements for pilot of the new system in a number of prisons in South East".

MATTERS AFFECTING THE UNION

57 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.

The term of this motion was put before the Executive on the 13th of June 2018 to be progressed and POA Circular 70/2018 issued.

This is now POA Policy.

58 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.

The term of this motion was put before the Executive on the 13th of June 2018 and the terms of the motion relayed to HMPPS and Michael Spurr.

62B Was Emergency Motion 3

In light of the indicative ballot result and the recommendations of the Pay Review Body who have again failed to address the pay and allowances of the OSG / Band 2 operational staff, this Conference mandates the NEC to remove our OSG/Band 2 members from the remit group of the PSPRB and enter into formal collective bargaining with the employer and Government for the purposes of pay and allowances from 2019.

The term of this motion was put before the Executive on the 13th of June 2018 and is still being progressed.

The motion will remain as a policy of the Union until it is achieved.

62C Was Emergency Motion 4

That this Conference mandate the NEC to ballot our OSG colleagues to form a strategy which could ultimately include strike action, this to secure the best pay deal possible for this group of the POA membership. The ballot to comply with current TULcRA legislation.

The term of this motion was put before the Executive on the 13th of June 2018 to be progressed and Branch Secretary Circular 37/2018 providing the interim report back.

Indictative Ballot.

63 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 term of reference for a small working group to make clear recommendations by Conference 2019.

The terms of this motion were put before the Executive on the 13th of June 2018, and the Cuffe report commissioned.

66 The POA condemn this Government in awarding a facilities management contract to Carillon.

The term of this motion was put before the Executive on the 13th of June 2018 and actioned.

67 That Conference support the NEC in their political campaign to return facilities management contracts to the public sector.

The term of this motion was put before the Executive on the 13th of June 2018.

GFSL now operate in the southern part of the country.

68 Conference approves the appointment of the General Federation of Trade Unions (GFTU) as accountants to the POA & the POA Welfare Fund Charity from the 1st June 2018 until 31st May 2023.

The terms of this motion were dealt with by the NEC and administration of the union at the close of Conference.

69 Conference approves the appointment of Sturgess Hutchinson as auditors & assurer to the POA & auditors to the POA Welfare Fund Charity from the 1st June 2018 until 31st May 2023.

The terms of this motion were dealt with by the NEC and administration of the Union at the close of Conference.

71 Conference instruct the POA to re-start the trades dispute fund.

The term of this motion was dealt with by Conference and administration of the Union at the close of Conference 2018 all members subscriptions were increased by 30 pence per month for 12 months from June 2018.

74 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.

- A bronze badge for 10 years membership.
- A silver badge for 15 years membership
- A gold badge for 20 years membership

Or an award in a similar vein.

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.

The term of this motion was put before the Executive on the 13th of June 2018 and POA Circular 11/2018 issued asking for ideas and suggestions. At the time of writing the report the work is ongoing.

80 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.

The term of this motion was put before the Executive on the 13th of June 2018 this is being progressed.

81 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.

The term of this motion was put before the Executive on the 13th of June 2018 will be progressed within Cuffe Report.

82 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.

The term of this motion was put before the Executive on the 13th of June 2018 possibility progressed within the Cuffe Report.

Conference Policy Booklet in accordance with ACM 81/13 Bullingdon issued separately.

