



POA Annual Conference 2019 - 80th Anniversary

Annual Conference Agenda

Dignity & Safety at Work

REPORT OF STANDING ORDERS COMMITTEE 2019

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:

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

STANDING ORDERS

Conference will determine the principles and policies of the Union, except where these Rules provide differently. (Rule 12.4).

Rule 12.5

The only motions to be discussed at Conference are those proposed by a Branch:

- (a) after having been passed at a duly convened meeting of the Branch; and
- (b) submitted to the General Secretary at least 3 months before the Conference is due to commence unless the National Executive Committee agrees a shorter period; and
- (c) in writing, signed and certified on the approved Annual (and Special) Conference Motion Standard Form by the Branch Chairman or Secretary, that it has been passed at a duly convened meeting of the Branch.

Rule 12.7

- (c) No delegate should attend Annual or Special Conference without a mandate from their branch following a branch meeting to vote on any matters to be determined by Conference. No delegate should draw any travel or subsistence from the union to attend Annual or Special Conference unless they are mandated by their branch to fully represent their member's interests.
- (d) No delegate may speak or vote in contravention of his/her branch mandate.
- (e) Where any Conference motion that has been placed on the agenda which cannot be heard due to the proposing branch not being present and where their absence is legitimate. The Chair will seek conference permission for the motion to be considered as formally moved.

Rule 12.8

Conference will adopt the standing orders proposed by the National Executive Committee subject to any amendments Conference agrees.

Rule 12.9

The Chairman of Conference:

- (a) will be the Chairman, or the Vice Chair authorised by the Chairman;
- (b) will not speak for or against any motion;
- (c) will not vote unless there would otherwise be an equal number of votes on each side, when the Chairman will have a casting vote;
- (d) may make rulings on procedure or points of order which are binding unless challenged;
- (e) may exclude any delegate who causes a disturbance and refuses to obey a ruling which is not challenged or is upheld until that delegate makes a suitable apology;
- (f) may allow invited guests to address Annual Conference

Rule 12.10

A ruling by the Conference Chairman may only be challenged by a motion, supported by at least 10 Branches, that "the Chairman vacates the Chair". Such a motion requires a two-thirds majority of those voting to be passed, in which event the Chairman's ruling will be reversed, however the Chairman will continue to preside.

Rule 12.11

Unless the Conference Chairman agrees otherwise:

- (a) the mover of a motion may speak for not more than 5 minutes;
- (b) no other delegate may speak for more than 3 minutes;
- (c) the mover may reply to the debate for not more than 5 minutes;
- (d) no other delegate may speak more than once on any motion.

Rule 12.12

Points of order must relate to:

- (a) an alleged infringement of these Rules, standing orders or general custom and practice in the conduct of the debate or in the content of any speech; or
- (b) an allegation that the content of a speech is irrelevant, abusive, offensive, discriminatory or unlawful.

Rule 12.13

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.

Rule 12.14

Once a motion has been disposed of, it may not be considered again at that Conference unless Conference agrees otherwise by a two thirds majority.

Rule 12.17

Any questions to be raised at Annual Conference, concerning those audited accounts must be submitted to the Finance Officer in writing at least 14 days before the start of Annual Conference.

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).

STANDING ORDERS COMMITTEE

DAVE TODD - CHAIR
GLYN TRAVIS - SECRETARY
DAVE COOK- NEC
TERRY McCARTHY- NEC
MICK GRATTAN - VICE CHAIR SCOTLAND

SCRUTINEERS & TELLERS

PAUL BENTLEY
STEWART McLAUGHLIN
NIALL McINTOSH
WENDY PRICE
PHIL TUCK
DUNCAN WILLIAMS



Order of Business ANNUAL CONFERENCE 2019

Tuesday 14th May

Registration
Welcome Speech by The Worshipful the Mayor of Sefton - Councillor Dave Robinson
Standing Orders Report
Election of Scrutineers and Tellers
Appeals to Annual Conference
Adoption of Standing Orders Report
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 Speakers: Mrs Moira Kerr and Mrs Mary Marley - Widows, Prison Service Trust NI
Annual Conference Motions

*Note: The adoption of the Annual Report 2018
will be placed before Conference at an appropriate time.*

Wednesday 15th May

Registration
AGM: National Committee for Secure Health Care Services
Guest Speaker: Steve Newton, Deputy Chief Operating Officer, Secure Division at Merseycare Trust
Annual Conference Motions
Presentations: Mabel Hempton, Cronin Clasps, Health & Safety and Shannon Trust Awards
Annual Conference Motions
Fraternal Address: John Clinton – General Secretary, Southern Ireland POA
Fraternal Address: Honorary Life Members Representative

Thursday 16th May

Registration
Annual Conference Motions
Presentation: Libby Morgan - Business Development Director, Cornmarket Insurance Services Ltd
Annual Conference Motions
National Chairman's Closing Address
General Secretary to Close of Annual Conference 2019

MOTION

NEC
SPEAKER

NEC
RECOMMENDATION

RULES AND CONSTITUTION

1

Amend Rule 6.3 to include;
(f) are entitled to remain in Conference during a closed session for delegates.

DURHAM

2

Amend Rule 6.3 to include;
(f) are entitled to remain in Conference during a closed session for delegates.

NEC

3

New Rule 10.10 (a)
The Unions Legal Providers will be subject to a tendering process and appointed subject to a workplace ballot of the affected members in accordance with Rule 25.

BARLINNIE

4

New Rule 10.10 (b)
The Unions Legal Providers are subject to a five-year review by the NEC and if the membership decide a change is proposed this will be conducted in accordance with the Unions Policy and Rules.

BARLINNIE

5

New Rule 12.7 (f)
That Conference accepts any motion outlining a "Vote of no Confidence".

BARLINNIE

6

Amend Rule 12.13 and delete the word membership after branch on the second line.

FELTHAM

7

Delete Rule 16.3 (a), (b), (c), (d) and any references to the Relief Fund under Rule 16.1.

NEC

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

MOTION

*NEC
SPEAKER*

*NEC
RECOMMENDATION*

8

Amend Rule 20.2 (d) to include:
or to cover short- or long-term absences, for example;
suspension, maternity or disability leave.

SUDBURY

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
HEALTH AND SAFETY		
<p>9 Conference debates the current levels of violence across the Prison Estate. SUDBURY</p>		
<p>10 That Conference instructs the NEC to campaign for with all Public Servants and Unions affected by the Government austerity cuts, which has reduced funding, contributed to increased violence and operational pressures. HEWELL</p>		
<p>11 Conference to direct the NEC in gaining Baton's 24/7 to protect our members Health & Safety due to the escalating levels of violence and incidents in the prison estate including the Private Sector, Open Estate and YJB. SUDBURY</p>		
<p>12 Following HMPPS allowing staff working in the Open Estate to carry batons on nights. We mandate the NEC to engage with HMPPS to permit the Open Estate to carry them 24/7, discussions to continue until this objective is achieved. FORD</p>		
<p>13 Conference recognises for the POA to be effective in Health and Safety it needs more than just a strong membership within the workplace, it needs a robust Health and Safety Structure throughout the Union.</p> <p>Therefore, Conference authorises the NEC to increase the Health and Safety Consultative Committee to two members responsible for each area.</p> <p>It will be the responsibility of the Area NEC Rep along with the Chair of the H&S Whitley Committee to appoint from those candidates who express an interest in the post.</p> <p>The appointment is to be for 5 years after which the position will be re advertised within area.</p> <p>The minimum requirement for this position would be the TUC Diploma in Health and Safety or equivalent. A Health and Safety Circular to be introduced for action by the Union's Health and Safety Reps. NEC</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>14 POA to employ its own in house full time qualified and competent in house health and safety representative. HUNTERCOMBE</p>		
<p>15 POA deliver its own in house health and safety course for all POA trade union health and safety representatives. HUNTERCOMBE</p>		
<p>16 Conference instruct the NEC to engage with HMPPS and ensure that all healthcare providers are required to offer medical assistance to all staff whilst at work as part of their contract and not just prisoners. LIVERPOOL</p>		
<p>17 That the POA mandates the employer to provide a health check policy following any PS incident involving staff feeling unwell due to exposure. WYMOTT</p>		
<p>18 That Conference instruct the NEC to pursue Governing Governors through the Courts when a breach of Health and Safety Legislation has occurred in accordance with the Unions Rules and Constitution. WYMOTT</p>		
<p>19 The NEC to negotiate with the employer to issue utility belts for all operational staff as a matter of urgency to ensure the health and safety of our members. WORMWOOD SCRUBS</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
AWARDS		
20 Conference awards Duncan Keys Assistant General Secretary Honorary Life membership. NEC		
21 Conference awards Tony Stocks Honorary Life membership. NEC		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
SPECIAL HOSPITALS AGM		
<p>22 Conference accepts that the staffing levels in our secure hospitals need to be increased due to the levels of violence and workloads. RAMPTON</p>		
<p>23 In light of the recent announcement by the Prime Minister that the NHS budget is to be increased, Conference mandate the NEC to enter into urgent negotiations with the Health Minister to secure additional funding to increase the local budget and staffing levels in all our secure hospitals. RAMPTON</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
MATTERS AFFECTING THE UNION		
24 Conference to debate 6/2019 which is designed to protect and support members who have suffered a detriment due to P.S.I 6/2010. LIVERPOOL		
25 That Conference condemns the NEC over the use of PSI 06/2010 as an instruction to implement POA Circular 6/2019. HEWELL		
26 Conference hold a vote of confidence in the NEC. ELMLEY		
27 That Conference holds a vote of confidence in the current NEC to establish if the membership has their confidence. WYMOTT		
28 Conference instructs the NEC that due to the current climate that whenever a member is subject to a disciplinary hearing and the box for dismissal is ticked that that member is represented by an NEC Official. THE VERNE		
29 POA Conference hold a vote of no confidence is held on the POA legal aid committee and its current functional process. HUNTERCOMBE		
30 That this NEC look into the feasibility of setting a time limit of 3 years to deal with motions that have been passed at Conference. This will stop any motions still being outstanding and not dealt with after this period. PARKHURST		

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>31 If a Conference Motion is not achieved by its tenth anniversary it should be removed from the policy of the Union and placed into the archive document, the reason why it has not been achieved to be explained on a circular to the membership. NEC</p>		
<p>32 For the NEC to provide details of when Mr Cuffe was first appointed to act for the POA in regards to restructuring of this Union as the Feltham branch understand he was first approached and appointed in April 2018. FELTHAM</p>		
<p>33 The NEC direct that Conference considers the contents of the Pat Cuffe report and present it to their respective branches to gain direction and to decide if recommended changes are necessary as per Conference Paper 1 2018. A Special Delegates Conference, as per Rule 12.2, will be called no later than November 2019 in order to debate the recommendations contained within the Pat Cuffe report. NEC</p>		
<p>34 That Conference Endorse the "Cuffe" report in its entirety. NEC</p>		
<p>35 That Conference Rejects the "Cuffe" report in its entirety. NEC</p>		
<p>36 That Conference accept Conference Paper 1 Retired Members. NEC</p>		
<p>37 Conference accept Conference Paper 2 in relation to increase in subscriptions. NEC</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>38 That there is an increase in monthly subscriptions for all members of this Union who pay subs to be set by this NEC of no less than £2 per month to insure the future financial stability of this Union. PARKHURST</p>		
<p>39 Conference instruct the NEC to explain the reason for the lay members of the Executive Committee to vote themselves employees of the POA. ELMLEY</p>		
<p>40 Conference instruct the NEC to explain the future financial implications, that the members will have to bear (after the lay members of the Executive Committee decided vote themselves employees of the POA) when HMPPS invariably cease paying salaries and granting facility time to POA employees. ELMLEY</p>		
<p>41 For the NEC to instruct the legal team to start legal proceedings against the employer for breach of our employment rights in relation to protected meal breaks in line with the legal challenge from the NHS. WORMWOOD SCRUBS</p>		
<p>42 That Conference instruct the NEC to identify annually over the last 4 years legal cases that have been below the 50 per cent threshold that have been pursued by the NEC on principle against legal advice either by Thompsons or Barristers and the costs, successes, losses, to be identified on a case by case basis along with benefits of pursuing such cases for the whole membership. If this motion is accepted by Conference then a report to be sent to branches by no later than 1st September 2019. WHITEMOOR</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>43 For the NEC to instruct the legal team to issue a 21 day notice of intention to take legal action against HMPPS for non-payment of wages in line with Berryman case which was won in 2016. Further to this that the legal team instruct the employer that 8 per cent interest will be added plus court costs to every individual claim. WORMWOOD SCRUBS</p>		
<p>44 Any member/s who plead guilty to any criminal offence and the POA are providing financial support shall have this withdrawn immediately from the date their plea is lodged at the Court or an admission indicated. AYLESBURY</p>		
<p>45 NEC explain to Conference Rule 10.9 of the POA Rules and Constitution and to who this rule affects. BARLINNIE</p>		
<p>46 The POA NEC are to apply annually, starting in 2019, to HMRC in order to be included on the list of professional bodies approved for tax relief.</p>		
<p>When the POA NEC receive the decision from HMRC it is to be distributed to all POA members via Circular. If the 2019 application is unsuccessful then the NEC will apply annually until successful. DARTMOOR</p>		
<p>47 That Conference mandate all local POA committees to provide weekly reports to the General Secretary via a dedicated email address, identifying all serious incidents. This will provide the NEC with hard data to challenge the employer over the current inadequate reporting systems. DURHAM</p>		
<p>48 Conference note that only the National Chairman and General Secretary produce a weekly diary that is published on the website. In the interests of transparency Conference instruct all elected National officials to produce a weekly diary that is published on the members only access to the POA website. WHITEMOOR</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>49 That the NEC supply an annual diary in the same style as the PGAs. FORD</p>		
<p>50 Conference mandate the NEC to ensure the POA Diary is produced and distributed to branches and members by the end of September of the year prior to the diary beginning. WHITEMOOR</p>		
<p>51 The Feltham branch seeks Conference support to formalise area meetings to ensure that they take place as a priority, these meetings ensure branch members are kept up to date and affording the benefits of representatives networking.</p> <p>The NEC should seek appropriate agreement on area meetings to ensure facility time is agreed or where this is not possible seek assurances from HMPPS that TOIL or leave will be granted to ensure attendance. FELTHAM</p>		
<p>52 Conference instructs the NEC to improve and develop Circulars that are sent out to Branches. Often Circulars are difficult to understand, we request that in future all Circulars are written in plain English, contain as little jargon as possible and transparent in which areas of the POA they involve. NORTHUMBERLAND</p>		
<p>53 Conference instructs the NEC to explore the use of technology, including electronic voting, in carrying out work place ballots, especially Branch elections to maximise turn out, interest and modernise the current outdated system. NORTHUMBERLAND</p>		
<p>54 That Conference instructs that all routine branch correspondence, such as membership, finance and legal, be sent by email rather incurring postage costs. HEWELL</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>55 Conference mandate the NEC to stop the Annual Workplace Ballot in regard to the PSPRB Annual Award. WHITEMOOR</p>		
<p>56 That Conference rescinds Motion 30/2007, that the POA carries out Workplace Ballots on any future Pay Review Body Recommendations. FRANKLAND</p>		
<p>57 Conference accept that RMPs have had a positive impact on the Health and Safety of POA members and that this positive impact must be also afforded to our members in the private estate, Conference instruct the NEC to seek the roll out of RMPs in the private estate. SUDBURY</p>		
<p>58 Conference debates the current restrictions on our local POA Committee structure. SUDBURY</p>		
<p>59 That this NEC use the Court Injunction imposed on this Union against the employer when members of this Union are not able to abide by the Injunction due to Governors incompetence. PARKHURST</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
SECURITY AND CUSTODY		
<p>60 To reduce violence and the known threat of 'spice' to staff, the NEC are instructed by Conference to seek a legislation change in regards to searching Rule 39 correspondence to prisoners. THE VERNE</p>		
<p>61 POA NEC to request with HMPPS that all operational staff that are on external escorts or bed watches wear body worn cameras. HUNTERCOMBE</p>		
<p>62 That Conference instructs the NEC to address with the employer the issue that assaults on staff, including 'potting' and 'spitting' are no longer considered to be serious assaults. HEWELL</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
OPERATIONS		
63 That Conference debate the impact Prison Reform and Government Policy is having on POA members. NEC		
64 To reduce violence and the threat of spice, the NEC negotiate that all prisoners are returned into prison clothing until such time this huge problem is under control. THE VERNE		
65 Conference instructs the NEC to negotiate that the employing of all wing based jobs for prisoners are now allocated by operational wing staff once cleared by the appropriate department. THE VERNE		
66 Conference to accept that the Open Estate is just as important as other categories of prisons and requires recognition and deliberation when implementing polices. SUDBURY		
67 Conference instruct the NEC to gain key workers or equivalent profiled time for the open estate to accommodate the rehabilitative culture. SUDBURY		
68 That the NEC actively engages with HMPPS to remove the OSG grade from working in Segregation units in the night state, as per the provisions of PSI 42/1997 which clearly state that " Duties which are not consistent with the role of the Operational Support Grade are those which require higher levels of security training, planned use of force (C&R) and the higher levels of inter-personal skills, for which Officers are specifically trained." BEDFORD		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
EQUALITIES		
<p>69 Conference accepts the membership of the POA has changed and has become more diverse and needs to re organise our Equalities Consultative Committee to ensure we continue to influence change for our members. Therefore, Conference instructs the NEC to disband the current Equalities Consultative Committee and replace it with the following Consultative Committees;</p> <ul style="list-style-type: none"> • Womens Consultative Committee • Black Workers Consultative Committee • Disabled Workers Consultative Committee • LGBT+ Consultative Committee • Young Members Consultative Committee <p>The Committee would be made up from members from within the trade union to assist the NEC with matters on equalities.</p> <p>NEC</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
HR		
<p>70 That Conference instructs the NEC to seek a change to the current Code of Conduct and Discipline Policy to include an Independent Appeal Authority from the employer. DURHAM</p>		
<p>71 That Conference condemn HMPPS for its continued failure to adequately address the ever increasing issue of mental health being suffered by staff which is directly linked to the HMPPS failure to follow its own procedures as outlined in PSI 01/2017.</p> <p>Further to this the NEC to enter into urgent discussion with HMPPS, using all means possible, to ensure that properly trained mental health professionals are appointed at every Region/establishment to properly monitor and directly address the issues to staff mental health. BEDFORD</p>		
<p>72 That Conference condemns HMPPS on the way our members exit the Service under IHR and enter into discussions to rectify this. FRANKLAND</p>		
<p>73 For the NEC to negotiate an extra payment for OSGs carrying out skilled task which require them to pass an examination for example control room trained OSGs. For all OSGs carrying out extra duties to also receive this payment including care team, youth justice foundation degree etc. FELTHAM</p>		
<p>74 POA NEC to request with HMPPS to pro-actively increase recruitment of former armed forces staff. HUNTERCOMBE</p>		
<p>75 For the NEC to formally challenge the vetting process currently in place by HMPPS, ensuring that all staff working in Prison Establishments are correctly vetting before taking up employment. FELTHAM</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>76 POA NEC to request and engage with HMPPS that a review is carried out on the current uniform and HMPPS is to provide an alternative uniform that is suitable and fit for purpose. HUNTERCOMBE</p>		
<p>77 That the NEC negotiates the issue of an additional "soft style" uniform (polo shirts & DST cargo trousers) for unified grades to wear with MoJ. FORD</p>		
<p>78 That Conference instructs the NEC to engage with HMPPS and seek changes to the current payments for overtime, Payment Plus, Tornado and other paid additional hours. Furthermore, Conference direct the NEC to seek a base rate of £25 for operational band 2's and associated grades and £40 for operational bands 3 to 5 inclusive and associated grades. HUNTERCOMBE</p>		
<p>79 That the NEC negotiate for a compensation package for POA members who don't receive their pensions on time upon retirement or partial retirement. FRANKLAND</p>		
<p>80 That POA conference instruct the POA NEC to engage in constructive negotiations with HMPPS to review and implement fair and equal pay for all operational staff. HUNTERCOMBE</p>		
<p>81 Conference reaffirm the Unions policy to scrap the annual staff fitness test as it is not fit for purpose. LIVERPOOL</p>		
<p>82 Conference instructs the NEC to engage with HMPPS to seek changes to the current promotion policy and procedures, so that experience, knowledge and service is considered when selecting candidates. This would help to eradicate the bias, discrimination and nefarious intent which is inherent in the Service and more so with some managers. LIVERPOOL</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>83 Conference to direct the NEC to address the antiquated amount of Travel & Subsistence, and uplift the Travel & Subsistence through any means of negotiation through joint venture with the TUC and consultation with the HMRC to gain a more realistic amount for our members and to report back to Conference 2020 if not before. SUDBURY</p>		
<p>84 That Conference instructs the NEC to seek a change to the current grievance procedure to ensure each stage of the grievance is heard independently. WHATTON</p>		
<p>85 Conference mandate the NEC to pursue an uplift in the Care and Maintenance of Dog Annual Allowance. WHITEMOOR</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
PENSIONS		
<p data-bbox="81 409 868 555"> 86 The NEC provide Conference a detailed report back on conference motion 89/2017. LANCASTER FARMS </p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
REPORT BACK		
<p>87 For the NEC to provide a Comprehensive Report back on the adoption of motion 81 2018 and details on the steps taken to date to employ two people to represent the Private Sector. FELTHAM</p>		

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

