

POA Annual Conference 2017

Annual Conference
REPORT BACK
Booklet



RULES AND CONSTITUTION

That Conference amend rule 2.1 under Objects & Powers by the addition of;

(n) Emulate any improved benefit or achievement with an employer with all other employing bodies for POA members such as pay and pension age.

The terms of this motion were actioned by the NEC and the Rules and Constitution amended accordingly.

Conference accept conference paper one which sets out the rules to establish a Private Sector Services committee.

The terms of this motion were actioned by the NEC and the committee established.

HEALTH AND SAFETY

Conference demands that NOMS publish the Independent medical report into Second Hand Smoke in prisons as published by Parsons Brinckerhoff.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and the following is a progress report.

NOMS agreed to Publish the report and the NEC has provided updates on this issue by way of POA Circulars.

That NOMS provide all operational staff who are required to carry out searching with TURTLE SKIN WORK WEAR PLUS GLOVES, as PPE which protects members from needle stick injuries and other sharps.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and the following is a progress report.

NOMS are currently considering this request from the POA and the work is ongoing at the time of producing the report the terms of the motion have not been fulfilled.

That the NEC seek a change to the RPE training package to remove any reference to entering and searching a cell.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and NOMS have acceded to this request.

Conference mandate the NEC to advise all POA members only to comply with official RPE training and not to train in "safe removal/rescue" elements of the RPE training course, to protect their own health and safety.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and NOMS have acceded to this request.

PRIVATISATION AND CONTRACTING OUT

Conference accepts it is important to gain recognition rights within all private sector companies.

Conference instructs the executive to do all it to achieve this.

The terms of this motion remain live with the Executive continuing to seek recognition rights in all areas.

That the NEC challenge NOMS and the Government to review the awarding of Prison Service related contracts to private companies in order to establish that they are providing value for tax-payers money and maintenance of standards of service.

This matter has been raised with NOMS and the MoJ who insist all contracts are awarded on this basis.

This matter will remain in the policy document of the union and used to challenge new contracts and those up for renewal.

BENCHMARKING

That the NEC insist that NOMS acknowledge and publish to local Governors and Agencies that deal with prisoners that the personal officer scheme no longer exists and doesn't have any work profiled in Benchmarked regimes for wing based Band 3 officers.

This matter was raised with BDG and the term personal officer is not recognised in Benchmark Profiles and will be replaced with Key Workers as Benchmarking has come to an end.

Conference mandates the NEC to negotiate with NOMS to reinstate static Supervising Officer's in all residential areas.

The terms of this motion has not been fulfilled however, all local committees have the right to raise SFC's to achieve or challenge for the introduction of the policy under PSO8525. Furthermore, with the introduction of Empowerment in establishments this will become more of a local issue.

SECURITY AND CUSTODY

Conference accepts that with the smoking ban within all prisons getting ever closer, conference instruct the NEC to secure a clear commitment from NOMS on their Zero Tolerance Policy on violence in the workplace.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and this matter has been the subject of many discussions within different sub committees of NOMS/HMPPS. Additional money has been provided to continue improving safety. NOMS has stated that they are totally committed to the Zero Tolerance Policy.

With violence in prisons now at an unacceptable recorded level, this NEC demand from NOMS an independent review of the assaults on staff and prisoners and seek to urgently address this issue as a result of the findings.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and to date the terms of the motion has not been fulfilled.

Due to the increased levels of violence, bullying, NPS/Drug use & illicit mobile phones; that the POA negotiate sufficient profiled staff in all types of establishments that the POA membership are present within, to ensure that daily cell & area checks are completed thoroughly.

Further that routine cell searching is resourced so that every cell/accommodation room is searched fully within a minimum three month period on a repeating basis.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure. NOMS has stated that this is a local issue for the LSS and do not intend to put in place minimum standards.

That the NEC open talks with NOMS into providing operational grades with a uniform which is fit for purpose and is suitable for the operational environment in which they work.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure NOMS consistently review the provision of uniform.

The NEC negotiate with NOMS to secure a Minimum Staffing Level of 3 Officers for external escorts of prisoners believed to be under the influence of identified or unidentified substances.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and NOMS stated that this was a local issue which had to be introduced following Risk Assessments.

HR

That conference mandate the NEC to seek an amendment to PSI 6/2010 and any other disciplinary policy which affects POA members to ensure that when the Police take no further action following any incident involving staff that any investigation/disciplinary under these policies are stopped.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and NOMS refuse to amend the policy as previously stated there is a different criteria under employment and criminal law. The terms of the motion remain outstanding.

That the NEC negotiate changes to PSI 6/2010 where “mandatory instructions” are only being considered advisory guidelines.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and NOMS re-affirmed that all mandatory instructions are mandatory and not guidance and that any individual cases where this is not occurring should be challenged during the process.

The NEC inform NOMS that as of 1st July 2016 at the members request all dismissal appeal hearings must be audio recorded to give a mutually beneficial true and accurate record of all contributions at the meeting.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and to date this policy change has not been agreed.

The NEC inform NOMS that as of 1st July 2016 at the members request all capability hearings where dismissal is a likely outcome these must be audio recorded to give a mutually beneficial true and accurate record of all contributions at the meeting.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and to date this policy change has been partly agreed. HMPPS have stated that where there are exceptional and compelling medical reasons this request will be considered. Further talks on this issue are ongoing.

The NEC negotiate with NOMS to secure an independent appeal process against any dismissal. The appeal authority must not be part to the appellant’s line management structure and must not be part of the dismissing manager’s line management structure.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and to date this policy change has not been agreed, a further report will be provided under the report back sections.

That conference mandate the NEC to engage with NOMS regarding fair remittance for the use of trained negotiators in recognition of the challenging role they perform in that they are paid the same rate as other staff called in during incidents whether it be payment plus or tornado.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure, the issue of Pay and Allowances is a matter for the Pay Review Body, however, at the time of writing this report work on the new Advanced Prison Officer is underway and this area of work is included in the criteria set by NOMS now HMPPS.

OPERATIONS

That conference instructs the NEC to engage with NOMS and seek an amendment to current policy to ensure that all staff who are subject to managed moves receive at least five years’ assistance with travel costs.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure to date NOMS now HMPPS has refused to amend the policy stating that the current criteria is fit for purpose. The terms of the motion have not been fulfilled.

That the NEC negotiates with NOMS to ensure a complete roll out of the biometric prisoner canteen application system throughout the prison estate.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and the terms of the motion have not been achieved. We await a full report from HMPPS.

That the Target Staffing figure for all public sector establishments in England and Wales be increased to provide adequate cover for at least one bed watch or constant watch 24 hours a day within the profiles, and that the same position be sought for those working in Scotland, Northern Ireland and the private sector if applicable.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and NOMS/HMPPS believe this is now a local issue for Governors and local committees to profile if justified. In addition all branches can submit BAN's to realise additional funding.

Conference instructs the NEC to ensure that all work required to be completed in establishments is properly resourced and profiled and this to include the important roles of family liaison officers and care team members of staff.

The terms of this motion were passed to NOMS following the closure of annual conference within the Whitley Structure and NOMS/HMPPS believe this is now a local issue for Governors and local committees to profile if justified. In addition all branches can submit BAN's to realise additional funding.

MATTERS AFFECTING THE UNION

Conference accept our strategic aims and objectives from 2016-2020 as set out in conference paper two.

This matter is constantly under review by the Executive.

That conference approves an increase in the death benefit from £3250 to £5,000.

To offset the additional cost of a subscription increase of 30 pence a month is introduced from June 2016.

The terms of the motion were activated by the Executive at the close of conference

This conference condemns this Conservative Government for its continued abuse of the Prison Service & this union's membership, it has continually undermined the professionalism and dedication shown by those who work within our secure environments and refused to acknowledge with any degree of sincerity, the unacceptable levels of violence faced by our members, or the risks it is taking with our health and safety.

The terms of this motion were relayed to NOMS and the MoJ. The Secretary of State for Justice has said that the levels of violence are unacceptable and the reduction in this area is a priority. The terms of the motion have been achieved but this will remain a policy of the union.

Conference instructs the NEC to challenge the "Enterprise Bill" in particular the "Restrictions of Exit Payments made to Public Servants" this is yet more evidence of the Westminster Governments attacks on public sector employees.

The NEC continues to challenge this legislation and changes imposed. At the time of writing the report Legal challenges on the CSCS and other elements is under consideration.

Conference instructs the NEC to conduct a review of the powers of the conduct committee and reports the findings back to the membership.

The review has been conducted and the findings concluded that there are no changes necessary and the powers of the Conduct Committee are both appropriate, lawful and robust and provide parity to all parties concerned.

That conference accepts the need for members to be supported during any trades dispute and authorise a monthly levy of 30 pence per month for 12 months starting in June 2016. This money to be ring fenced and its sole purpose will be to assist POA members who suffer financial hardships and seek support from the union. The NEC will consider each case on its merits and authorise a fixed sum from the levy fund.

The terms of the motion have been actioned and fund established