

POA Annual Conference 2017

Annual Conference
AGENDA



REPORT OF STANDING ORDERS COMMITTEE 2017

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:

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Tuesday	09:30 - 17:30
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. 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 29.1 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 12.10)
 - (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. Amendments to Resolutions cannot be accepted for discussion at the Conference if such amendments have not been discussed in all the branches as required by Rule 12.5c.
11. 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).
12. Delegates, guests and visitors are reminded that mobile phones **must** be switched off and not used in the hall whilst Conference is in session.
13. There is to be **no smoking** in the Conference Hall.

STANDING ORDERS COMMITTEE

TERRY FULLERTON - CHAIRMAN
GLYN TRAVIS - SECRETARY
CHRIS DONOVAN – NEC
JACKIE MARSHALL - NEC

Order of Business ANNUAL CONFERENCE 2017

Tuesday 9th 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 Iain Brodie-Browne
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

*Note: The adoption of the Annual Report 2016
will be placed before Conference at an appropriate time.*

Wednesday 10th May

Registration
Annual Conference Motions
Guest Speaker: Michael Spurr - CEO HMPPS
NCSHCS AGM
Annual Conference Motions
Presentations: Cronin Clasps & Toe by Toe Awards
Annual Conference Motions
Guest Speaker: Tim Roache, General Secretary - GMB
Annual Conference Motions

Thursday 11th May

Registration
Annual Conference Motions
Guest Speaker: Richard Burgon MP- Shadow Prisons Minister
Annual Conference Motions
National Chairman's Closing Address
General Secretary to Close of Annual Conference 2017

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
RULES AND CONSTITUTION		
1 Amend Rules and Constitution as per Conference Paper 1. NEC		
2 Amend Rule 2.2 (a) Remove “including the Trades Union Congress” NEC		
3 POA de-affiliate from the TUC. FELTHAM		
4 Qualification Amend Rule 4.1 to add: “at any workplace which the NEC determine as being within scope of membership or as a paid Officer of the Union” And Remove 4.1 (a) (b) and (c) NEC		
5 Preparations Rule 12.5 remove “(d) each branch will be limited to a maximum of 10 motions to Annual Conference; and (e) the National Executive will also be limited to a maximum of 10 motions with the exception of motions dealing with awards. NEC		
6 That Rule 12.13 is amended to read: Voting on all motions at Conference will be by a show of voting cards (one per branch), but a card vote based on branch membership may be demanded by at least 10 branches, this to include any appeals of motions to Conference. Votes from branches in favour, opposed and abstaining will be called for by the Chair in both voting card and card votes on all Conference motions. WORMWOOD SCRUBS		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>7 Conference supports an amendment to Rule 26.1 to read:</p> <p>“Subject to any statutory restrictions in force at the time, any member or Branch may be disciplined who:</p> <p>(j) Branches who fail to abide by any NEC directive will have their annual grant as per Rule 17.4, removed for the next financial year subject to a full explanation of their actions and pending a decision from the National Executive Committee</p> <p>NEC</p>		
<p>PRISON REFORM AND AUTONOMY</p>		
<p>8 That Conference debate the issues of branch level engagement within the Autonomy/Reform pilot prisons.</p> <p>HOLME HOUSE</p>		
<p>9 That Conference with forthcoming Governor “autonomy” in mind, debates the proper oversight of services from third parties who provide these services (e.g. prisoners canteen, healthcare etc.) and if needed, mandate the NEC to raise any concerns highlighted in this debate with NOMS.</p> <p>WYMOTT</p>		
<p>10 Conference mandates the NEC to resist any plans to transform single or groups of current state controlled establishments into separate independent legal entities and in doing so actively resists any attempts to remove members current status as civil servants.</p> <p>HOLME HOUSE</p>		
<p>11 That Conference give the Autonomy/Reform Pilot Prison Branch Committees the immediate authority to engage with the Executive Governors on local issues that have a direct impact on the membership of the Autonomy Pilot Prisons. However, issues that remain part of National Prison Officer terms and conditions remain within the NEC remit.</p> <p>HOLME HOUSE</p>		
<p>12 That we mandate that all PSO’s and PSI’s are terminated forthwith due to some Managers having their own interpretation of them.</p> <p>DURHAM</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
SECURITY AND CUSTODY		
<p>13 With violence continuing to rise and our members continuing to pay the price, this Union demands action and not lip service from this Secretary of State for Justice, to make it a specific criminal offence to assault a Prison Officer. NOTTINGHAM</p>		
<p>14 That this Union is to pursue the Policy that if any Penal worker is assaulted by a Prisoner while carrying out the execution of their duties on behalf of the Public and subsequently convicted at Court, that they should receive a consecutive sentence rather than a concurrent sentence to any other convictions. If that person is serving a Life sentence or on Licence recall then when granted release it should be added past their release date and not served alongside. HULL</p>		
<p>15 That the Prison Service return passive drug dogs into every Category B, C and D establishment for daily use following the rise in NPS. NOTTINGHAM</p>		
<p>16 That Conference mandates the NEC to demand from NOMS an immediate enquiry into all of the acts of concerted indiscipline across the estate and to publish its findings. NOTTINGHAM</p>		
<p>17 That Conference mandates the NEC to pursue with NOMS an increase in night staffing levels across the estate in light of the unacceptable number of deaths in custody. NOTTINGHAM</p>		
<p>18 That Conference instructs the NEC to negotiate with organisations operating prisons where POA members are employed to seek a resolution where all prisoners committing acts of violence are then subject to mandatory drug testing within 48 hours of the violent act and that a positive inference should be drawn where refusals to provide a sample occur in line with current MDT policies, and that resources should be increased above current total staffing levels to accommodate this. Further, that this data should form part of all local and national violence statistics including, but not restricted to the violence diagnostic tool and national safer custody statistics plus any equivalent reporting formats in Scotland and Northern Ireland. WORMWOOD SCRUBS</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>19 That the NEC challenge NOMS and its management, to include legal action where appropriate as to who is responsible for the implementation of JES, Benchmarking and Fair and Sustainable to insure they are held accountable for the unsafe reduction of staff which has resulted in countless assaults on staff, the recent riot at HMP Bedford and HMP Lewes, the murder and serious injuries to the offenders at HMP Pentonville and the recent escape of two offenders from HMP Pentonville. FORD</p>		
<p>20 That Conference instructs the NEC to negotiate with NOMS that all establishments have their own cellular vehicle to be paid for out of national budget and not local LIVERPOOL</p>		
<p>21 That this Conference instructs the NEC to negotiate with NOMS that all establishments that have Tornado commitments should have a vehicle which has blues and twos. LIVERPOOL</p>		
<p>22 That all Members are supplied through the annual Uniform Issue full PPE to include waterproof attire (trousers). ALBANY</p>		
<p>23 NEC negotiate with NOMS that all staff who are required to complete an annual C & R refresher and an annual fitness test receive an allowance each year to enable them to purchase suitable clothing and footwear to wear during their training sessions. LANCASTER FARMS</p>		
<p>24 To minimise the risk of injury and being subjected to the new imposed Sickness Policy, members will only respond to Tornado calls if staff are in direct and imminent danger, and not for any other act of indiscipline. This action will continue until such time the enforced Sickness Policy is withdrawn and re-negotiated with the NEC. THE VERNE</p>		
<p>25 In light of the imposition of PSI 01/2017, "Attendance Management Policy" to replace PSO 8404 "Management of Attendance", this Conference advises all members to immediately withdraw from the voluntary aspect of C & R/Tornado. WYMOTT</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>26 Conference notes that the uniform currently issued is not fit for purpose. Therefore, Conference mandates the NEC negotiate with NOMS a change of uniform to mirror the uniform that is issued to the Police. STOKE HEATH</p>		
<p>27 For the current issue uniform to be replaced with more suitable Operational uniform, namely polo-shirts to all Operational staff. NOTTINGHAM</p>		
<p>28 Due to the increase of Violence in Prisons we as a branch ask Conference to mandate the NEC to reinforce our right for Health and Safety and pursue with NOMS that extendable batons are to be issued in the open estate as part of staff's daily equipment. SUDBURY</p>		
<p>AWARDS</p>		
<p>29 That Conference award Finlay Spratt Honorary Life Membership to the POA. NEC</p>		
<p>30 That Conference award Geoffrey Burrows Honorary Life Membership of the POA NEC</p>		
<p>31 That this Conference recognise the outstanding service and contribution to the POA from Brian Clarke formerly of HMP Birmingham and in doing so award him Honorary Life Membership of the POA. NEC</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
HEALTH AND SAFETY		
<p>32 That Conference instruct the NEC to demand that NOMS commission a scientific air quality check on the use of NPS and the effects that it has on both staff and prisoners in the public, private prisons and special hospitals. This should be completed as a matter of urgency. On completion the report must be published. DARTMOOR</p>		
<p>33 That the POA, in conjunction with the employer, conduct a comprehensive review of risk assessments and safe systems of work. This review to accurately represent the reality of the workplace and ensure that members are afforded equal protection to that to which other workers are entitled. FULL SUTTON</p>		
<p>34 That Conference condemn as unfit for purpose occupational health provision provided to our members, and Conference mandates the NEC to achieve through negotiation a fit for purpose scheme that provides full and effective ongoing occupational health services to officers with both physical and mental health injuries. HOLME HOUSE</p>		
<p>35 That the NEC negotiate with NOMS with regards to the abolition of the Prison Officer Grade fitness test. HEWELL CLOSED</p>		
<p>36 The introduction of a sliding scale accounting for age for those staff required to undertake the annual fitness test. LEYHILL</p>		
<p>37 Conference notes that the Hepatitis C vaccine is not being given regularly to all POELTs during their training period. Conference should insist that NOMS under Health & Safety, vaccinate all POELTs as a mandatory requirement during initial training period. STOKE HEATH</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>38 Conference mandate the NEC to instruct Thompsons legal to take legal action on behalf of the POA against NOMS for continuing to fail to protect POA members health and safety from the harmful effects of second hand smoke since 2007 as evidenced in the air quality reports and the medical report of Professor John Britton. HOLME HOUSE</p>		
<p>39 To include all IRC's alongside prison's in the NEC's Policy of working in smoke free workplaces. THE VERNE</p>		
<p>40 We mandate the NEC that due to the ineffectiveness of NOMS to introduce a full smoking ban across the Estate an allowance is paid to all staff for having to put up with secondary smoke. DURHAM</p>		
<p>41 We mandate the NEC that due to the ineffectiveness of NOMS to introduce a full smoking ban across the Estate an allowance is backdated to 2007 when the initial ban should have come in. DURHAM</p>		
<p>42 That Conference instructs the NEC to negotiate a change to the PPE issued to staff. Stab or slash resistant vests should be made available to staff who wish to wear them. PENTONVILLE</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
OPERATIONS		
<p>43 That we mandate the NEC to seek the Wrongdoing line is disbanded forthwith due to them having little or no power. DURHAM</p>		
<p>44 Conference to debate the issues around staff being extended to cover short falls in the detail due to:</p> <ol style="list-style-type: none"> 1. Meeting the MSL, when at the start of the profile the profile will be short, due to staff shortages. <p>As we can safely predict that we will be short of staff for several months to come (and not likely to be covered by the current PP system) this is surely a predictable shortage and as such, should not fall to the staff to be ordered into cover, but rather covered by Additional Hour's payments. STOKE HEATH</p>		
<p>45 That Conference instruct the NEC to negotiate with NOMS, to increase the non-effective percentage beyond 20% to reflect the profiled work lost to maternity, paternity and adoption leave and back to work plans. FRANKLAND</p>		
<p>46 That Conference mandates the NEC to investigate with NOMS, the cost to date of all the repairs required in establishments following acts of concerted indiscipline and to publish its findings. NOTTINGHAM</p>		
<p>47 Conference instructs the NEC to seek from NOMS, the proper oversight of healthcare provision and the adherence to the terms of any contract signed with a third party who provide such services, with special regard to agreed third party staffing levels to deliver these services. WYMOTT</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
HR		
<p>48 That we mandate the NEC to seek a review of all Operational Grades JES scores in light of the New Offender Management Model. DURHAM</p>		
<p>49 That Conference mandates the NEC to negotiate with NOMS, an increase in levels from 4 to 6 of the Fair and Sustainable Job Evaluation Scheme, Factor 9 emotional demands and risk. LIVERPOOL</p>		
<p>50 That Conference instruct the NEC to demand that NOMS re-visit the J.E.S scoring taking into account the excessive violence that staff are now being subjected to. DARTMOOR</p>		
<p>51 That Conference instruct the NEC to demand that NOM's re-visit the J.E.S scoring in relation to Band 3's carrying out work that Band 4's were J.E.S scored to do, especially after this work was removed from Band 3's under the implementation of BDG and the subsequent reduction in staffing, an example being the OMU review and the 6 prisoner caseload per Officer, which has been outlined by the Government. DARTMOOR</p>		
<p>52 A call for an immediate ban on all financial bonuses paid to Senior Management grades throughout NOMS. ALBANY</p>		
<p>53 That this Conference debates the grossly unfair pay scales which see's member of staff doing exactly the same job but receiving huge differences in remuneration. WYMOTT</p>		
<p>54 Conference instructs the NEC to ballot the membership for the withdrawal from all voluntary tasks (ACCT Assessor, Negotiator, 1st Aider and C & R/Tornado) until such time NOMS agrees to a meaningful pay rise for Bands 2-5 inclusive. WYMOTT</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>55 That the POA negotiate with NOMS, a Local Retention Allowance for all Operational staff in establishments with highlighted recruitment and retention issues. NOTTINGHAM</p>		
<p>56 That this Conference instructs the NEC to pursue through NOMS a consolidated pay rise for all Unified Grades, both on Closed and on new or F & S contracts. This will have the full backing of members, and we will be prepared to support any call for industrial action, up to, and including strike action, as directed by this NEC, in pursuit of this objective. SWINFEN HALL</p>		
<p>57 The NEC negotiate a consolidated minimum of 5% uplift on pay, for all operational grades, closed and fair and sustainable to be implemented by April 2018. Should this be refused the membership instruct the NEC to take whatever action they deem necessary to achieve this goal. LANCASTER FARMS</p>		
<p>58 That Conference instructs the NEC to achieve an above inflation pay rise for all grades regardless of terms and conditions and use any and all means they deem necessary to achieve this motion. PENTONVILLE</p>		
<p>59 That we mandate the NEC to seek an urgent meeting with NOMS ref 17% uplift Uniform Staff receive for unsocial hours and seek a review as it does not equate to being fair and appropriate. DURHAM</p>		
<p>60 We mandate the NEC that in the future we do not accept any forced endorsement from any pay body or employer. DURHAM</p>		
<p>61 POA NEC engage with NOMS regarding increasing the current level of all Operational staff pay structures. If NOMS refuses to engage in any discussions then the POA membership should withdraw doing PP and other good will tasks for a specific period of time. FELTHAM</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>62 POA NEC engage with NOMS to increase the standard PP rate to £30 per hour. FELTHAM</p>		
<p>63 That the NEC challenge NOMS to pay payment plus or a re-introduction of overtime for any establishment to cover the short falls created by staff being sent to other establishments on detached duty. FORD</p>		
<p>64 That the NEC challenge NOMS to reward loyal experienced Uniformed Staff including all closed ranks that are currently working for NOMS are treated as fairly as the new recruits and rewarded with a deserved pay rise to help towards staff retention so they remain in post to guide and mentor new recruits. FORD</p>		
<p>65 That the NEC pursue an agreement with NOMS and MoJ that when a member of staff reaches 30 years long service, they are awarded 1 week's extra leave in recognition. FORD</p>		
<p>66 That on a date, and for a period, determined by the NEC that all POA members, regardless of rank, give 28 days notice of intent to withdraw from all voluntary work, until such a time that NOMS recognise the work carried out by their dedicated and professional workforce by awarding an inflation based pay award. FRANKLAND</p>		
<p>67 With the imposition of PSI 1/2017 Attendance Management. POA should not support any Operational staff recruitment campaigns FELTHAM</p>		
<p>68 That Conference instructs the NEC to negotiate with NOMS the restoration of the Supervising/Senior Officer's First Line Management responsibility. HEWELL CLOSED</p>		
<p>69 That Conference instructs the NEC to negotiate with NOMS that all staff of Uniformed Grades have a reduced working week of 37 hours, at no detriment to pay, pensions and conditions. HEWELL CLOSED</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>70 Conference mandates the NEC to seek a change in the contractual working week for Band 2 Officer Support Grades. Conference having recognised that the 37 hour contractual working week being offered to new entrant OSG's employed on nights does not cover the hours they are required to work. HOLLESLEY BAY</p>		
<p>71 That Conference instructs the NEC to negotiate with NOMS in order to re-instate just one separate pay scale for each individual Uniformed Grade and which also recognises length of Service. HEWELL CLOSED</p>		
<p>72 The NEC negotiate with NOMS that absences which are as a consequence of assaults and injuries sustained in the workplace will be automatically exempt from the Attendance Management Policy sanctions and procedures. HEWELL CLOSED</p>		
<p>73 That NOMS recognise continued long service, by additionally awarding staff with a long Service Bar for each and every five years service after being awarded their 20 year long service medal. HEWELL CLOSED</p>		
<p>74 This Conference welcomes the introduction of the living wage. Conference further mandates the NEC to work with all relevant parties to ensure that our members receive the living wage; plus any relevant unsociable hour's payment. HOLLESLEY BAY</p>		
<p>75 Conference mandates the NEC to seek clarity and direction from the employer for members currently temporary advanced. Whether these be temporary promoted from CM to Governor Grade or from Band 4 to CM. This is to identify avenues of career progression in regard to further training and accreditation for those wishing to become substantive at the higher grade. HOLLESLEY BAY</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>76 Conference mandates the NEC to engage with the employer to ensure that no Operational Support Group member is disadvantaged by the use of 'Prison Officer Support Grades'. Further Conference mandates the NEC to explore the development of such a grade for those joining the Service as Prison Officers or no longer able to carry out the full range of duties of a Prison Officer. HOLLESLEY BAY</p>		
<p>77 The NEC negotiate that all staff who hold an additional qualification for example ACCT assessor, C&R Advanced, Hostage Negotiator, Care Team and First Aid are given a consolidated yearly retention bonus per Qualification. Should this be refused the membership instruct the NEC to take whatever action they deem necessary to achieve this goal. LANCASTER FARMS</p>		
<p>78 That Conference mandates the NEC to negotiate with NOMS that all non- consolidated pay awards are pensionable payments. LIVERPOOL</p>		
<p>79 That Conference mandates the NEC to negotiate with NOMS, a pensionable pay, Payment Plus rate. LIVERPOOL</p>		
<p>80 That Conference instructs the NEC to negotiate with NOMS to have a full time local rep on site due to ever increasing demands and levels of violence in the prison estate. LIVERPOOL</p>		
<p>81 That the NEC seek resolution with NOMS that if at any time a member is forced to work above their normal shift time, and there is no operational necessity, then they are given the choice of either pay or TOIL, at the same rates specified in NTS/47/2010 PARKHURST</p>		
<p>82 That Conference mandates the NEC to negotiate with NOMS for all TOIL balances to be paid in cash after an 8 week period if not paid back. NOTTINGHAM</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>83 We as a branch ask Conference to mandate the NEC to pursue negotiation rights for non-Operational staff who work within Prison's and NOMS buildings.</p> <p>As Fair and Sustainable grouped staff into Band's and not operational abilities, we as a Union should be representing every individual that works within prisons or NOMS buildings. Helping to promote and protect our Union members.</p> <p>SUDBURY</p>		
<p>84 That Conference mandate the NEC to maintain and improve the professionalism of the membership, by challenging the employer in their drive to de-skill the operational prison staff through diluting the processes for promotion and advancement.</p> <p>SWALESIDE</p>		
<p>85 For the NEC to seek Specialist Pay for Tornado and Negotiator trained staff in recognition of the frequent courageous and dangerous work they carry out for the benefit of the Prison Service and their colleagues.</p> <p>THE VERNE</p>		
<p>86 For the NEC to seek to update and reword the OSG Agreement 42/97 to include the word detainee alongside prisoner.</p> <p>THE VERNE</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
PENSIONS		
<p>87 That Conference debate the concept of State Pension age minus (X) years as an acceptable alternative to that of providing a determinate retirement pension age. Is this something that the POA as a trade union and member of the wider trades' union movement should be considering? SWALESIDE</p>		
<p>88 That the NEC actively pursue methods with MoJ and NOMS to achieve a reduction in the Alpha Pension Scheme so the pensionable age is reduced to 60 years in line with CSPS "classic" at no loss of contributions or additional cost to employees. FORD</p>		
<p>89 The NEC continue negotiations with the Government over the current pension age and that they inform them the retirement date for all operational staff must be set to 60 years of age. The membership instruct the NEC to take whatever action they deem necessary to achieve this goal. LANCASTER FARMS</p>		
<p>90 All staff that were in post at the time of the Alpha Pension Imposition regain the same pension rights as those within the Classic Pension Scheme protected range. This Alpha Pension Scheme has significantly disadvantaged those colleagues who were in post at the time but fell outside the protected range. LEYHILL</p>		
<p>91 This Conference instructs the NEC to pursue through NOMS an agreement that individuals original pension ages are reinstated for all grades. This will have the full backing of members, and will be prepared to support any call for industrial action, up to and including strike action, as directed by this NEC, in pursuit of this objective. SWINFEN HALL</p>		
<p>92 For the NEC to commission Thompson Solicitors to make a legal challenge against the Government with regard to age discrimination for our members who have had their pensions forcibly amended to a new Scheme in line with the successful outcome for the Judiciary system and be recognised as a Uniformed Service with a retirement age of 60. THE VERNE</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>93 That Conference instructs the NEC to negotiate with NOMS a reinstated full, but not mandatory retirement age for Operational Support Grades of 60 at nil cost to the member, further any offer of a reduced retirement age for Operational Support Grades which does not meet this criteria or contains caveats or additional proposals from NOMS be put to the affected membership for ballot. WORMWOOD SCRUBS</p>		
<p>94 That Conference instructs the NEC that should NOMS be unwilling to negotiate a reinstated full, but not mandatory retirement age of 60 for Operational Support Grades at nil cost to the member then the NEC will ballot the OSG membership for escalating industrial action up to and including strike action. WORMWOOD SCRUBS</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
MATTERS AFFECTING THE UNION		
<p>95 That Conference acknowledge the exceptional work done by the Welfare Committee and all the office staff who support our members in their hour of need. BARLINNIE</p>		
<p>96 Conference endorse an increase to the Welfare Fund of 50p per month NEC – ON BEHALF OF THE WELFARE COMMITTEE</p>		
<p>97 That Conference instruct the NEC to start legal action into the inequality and unfair pay differences between closed grades and fair and sustainable grades. To take into account the different pay scales and incentives that are being used around the estate. DARTMOOR</p>		
<p>98 That we mandate the NEC to seek a review up to and including a Judicial Review into the differential of pay and pensions between ourselves and the Police Service. DURHAM</p>		
<p>99 That we mandate the NEC to seek an Independent Review up to and including a Judicial Review into fraud committed in the Prison Service. DURHAM</p>		
<p>100 Conference mandate the NEC to publish to the membership, all information and documents regarding any legal challenges that have been made referring to the Government decision to increase Prison Officer retirement age to 68, within 3 months of the end of Conference 2017. ELMLEY</p>		
<p>101 POA hold a vote of confidence in NOMS Management Board FELTHAM</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>102 POA hold a vote of confidence in Michael Spurr NOMS Chief Executive. FELTHAM</p>		
<p>103 POA hold a vote of confidence in the current Tory Government. FELTHAM</p>		
<p>104 That Conference condemns the Prison Governors Association for its lack of action and direct support over the current crisis in our prisons. HEWELL CLOSED</p>		
<p>105 That Conference condemn the National Offender Management Service for using Section 127 of the Criminal Justice and Public Order Act to gain a court order to force Prison Officers to return to places of work that by NOMS own admission and NOMS own statistics were not and remain not safe places or work. HOLME HOUSE</p>		
<p>106 That the NEC explains to Conference why it was considered appropriate to endorse the Prison Reform Agreement, as communicated via POA circular 120-2016, when it included differing pay rises for differing grades, whilst the membership protested on 15th November 2016, over health and safety concerns. HEWELL CLOSED</p>		
<p>107 In regards to the Prison Reform Ballot 2016, that Conference debate the prison reform endorsed by the NEC and presented to the membership for ballot. SWALESIDE</p>		
<p>108 That Conference condemn the NEC for having endorsed the content of the Prison Reform Ballot 2016. SWALESIDE</p>		
<p>109 In regards to the Prison Reform Ballot in 2016, that Conference condemn the NEC for using misleading information provided by the employer, in regards to the Pension retirement age for the membership and then presenting this same information to the membership for balloting. SWALESIDE</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>110 In regards to the Prison Reform Ballot in 2016, that Conference condemn the NEC for balloting the membership on three separate issues combined into a single ballot vote. SWALESIDE</p>		
<p>111 In regards to the Prison Reform Ballot in 2016, that Conference debate the meaning of “Affected Membership” when it relates to balloting the membership over issues that does not affect particular groups of the membership. SWALESIDE</p>		
<p>112 That Conference applaud the NEC and in particular the leadership for the way in which they have promoted the interests of this union over the last year, gained public support through the media, fought for our very existence and gave credence to all we do as a Service. PARKHURST</p>		
<p>113 That the NEC informs the membership of how many advances have been given to NEC members over the past 5 years. How many of those advances were not paid back within 12 months which would then deem them to be interest free loans and ask for an explanation why this facility is not open to all members. PARKHURST</p>		
<p>114 That Conference debate: An expensive diary- what does the POA do for me? SWALESIDE</p>		
<p>115 That Conference instructs that the NEC should immediately engage openly with other Public Sector Unions, such as Unite and Unison, in order to formalise a nationally co-ordinated approach to negotiations with Government over the aggressive cuts to the budgets of public services which these unions represent. This partnership should seek to repair the damage to these services that the Government’s austerity measures have caused, from which all of society benefits, and remove these services from the state of crisis they are now all in. PENTONVILLE</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>116 That the NEC instruct a workplace ballot of the membership on the following:</p> <p>The withdrawal of the following voluntary work: (unless members of staff are in imminent danger)</p> <p>C & R advanced Hostage negotiator ACCT assessing</p> <p>Until such time that NOMS negotiate with the POA NEC the introduction of Specialist Allowances, or Bonus' to properly recognise and reward staff for undertaking this additional skilled work. Any offer negotiated will be put before the membership and accepted before the withdrawal of this work is lifted.</p> <p>GARTH</p>		
<p>117 POA employ a team of up to six employment law qualified specialist legal representatives, these members of staff will be employed by the union and they will represent all POA members in cases of medical capability hearings, disciplinary hearings and performance management capability hearings. This will be funded by increasing the POA monthly subscriptions by £1.</p> <p>FELTHAM</p>		
<p>118 For all NEC members and FTO's involved in direct negotiations with NOMS to be trained in business negotiations via either in house training or from an external training provider if there is no one on the NEC qualified to provide such training.</p> <p>SEND</p>		
<p>119 POA NEC be trained in professional business negotiations.</p> <p>FELTHAM</p>		
<p>120 POA NEC to deliver a training course that is specific to attendance management, medical capability proceedings and medical retirement proceedings.</p> <p>FELTHAM</p>		
<p>121 That Conference direct the NEC to refrain from making a recommendation to the membership prior to any workplace ballot.</p> <p>FRANKLAND</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>122 That ALL POA officials cease to give free advice on social media platforms unless this is on the official POA site. NEC</p>		
<p>123 That Conference direct the NEC to refrain from making Official announcements, statements and releasing Branch Circulars on unofficial social media sites. Also that all announcements, statements, and Branch Circulars are promulgated via official channels. FRANKLAND</p>		
<p>124 Anytime the POA take national action, dedicated phone lines are set up at Cronin House and are staffed for the duration of the action. To ensure communications or instructions between branch officials and the NEC are properly maintained and available. GARTH</p>		
<p>125 That Conference mandates the NEC to include as part of Annual Conference an update on National issues where it feels it has achieved a benefit for members commencing at Conference 2018. HOLME HOUSE</p>		
<p>126 That Conference instructs that it should be indicated on circulars to which pay bands the circular concerns. LEYHILL</p>		
<p>127 The NEC is to produce a standard exit questionnaire, which is to be distributed to all branches, who will then conduct exit interviews on all members leaving the Prison Service and the information passed back to the NEC to be used as evidence in negotiations over pay, pensions and safety. As such, the questionnaire must include questions on Pay, Pensions, Retirement Age, Working Conditions and Staff Safety. SEND</p>		
<p>128 Whilst facility time is unavailable at present to attend Conference and to minimise time away from delegates families and to maximise attendance at Conference in our own time, we propose that Conference is moved to a location more centrally located until such a time facility time is re-introduced. THE VERNE</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>129 Conference accepts Conference Paper 2 and endorses the recommendations made within it pertaining to the provisions for accountancy services to the POA. NEC</p>		
<p>130 That Conference accepts Conference Paper 3 Political Fund Ballot Rules for Northern Ireland, under which a ballot could be held on a resolution approving the furtherance of the political objectives of the POA within the meaning of the Trade Union and Labour Relations (NI) Order 1995 (as amended). Further that, if those Rules are given formal approval by the Certification Officer, a ballot will be held in accordance with them. NEC</p>		
<p>131 That Conference accepts Conference Paper 4 Political Fund Ballot Rules for England, Wales and Scotland, under which a ballot could be held on a resolution approving the furtherance of the political objectives of the POA within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992. Further that, if those Rules are given formal approval by the Certification Officer, a ballot will be held in accordance with them. NEC</p>		
<p>132 That this Conference re-affirms that the POA is the appropriate union for all workers within the Criminal Justice Sector, Secure Hospitals or any other secure custodial environment in England, Scotland, Northern Ireland, Wales & the Isle of Man and as such the Union actively pursues recognition, legislation changes and organisation within every applicable workplace. NEC</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
REPORT BACKS		
<p>133 Update on ACM 28/2015 report back.</p> <p>Motion 28</p> <p>Conference mandates the NEC to challenge the ethics and legality of the mandatory fitness test regarding members aged over 60 years old. The present test based on the ability to carry out Control and Restraint when our employer fails to recognise Prison Officers as “front line” staff</p> <p>LEYHILL</p>		
<p>134 Report back on Motion 41/2015.</p> <p>PARKHURST</p>		
<p>135 Holme House branch request a report back on Conference 2016 Motion 34.</p> <p>34- 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.</p> <p>HOLME HOUSE</p>		
<p>136 Holme House branch request a report back on Conference 2016 Motion 42.</p> <p>42- That Conference instructs the NEC to secure a review and revaluation of Factor 9 from the original NOMS Job Evaluation Scheme assessment, which were carried out prior to F & S and Benchmark. Furthermore, in any new JES, the work of all operational uniformed staff must be re-evaluated to provide a fair and accurate reflection of the operational demands, reduce benchmark staffing levels, impact of new psychoactive substances on the roles that operational uniformed staff must deliver.</p> <p>HOLME HOUSE</p>		
<p>137 HMP Elmley branch request a report back on Annual Conference Motion 65/2016.</p> <p>ELMLEY</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>138 Swinfen Hall requests an update on the progress by the NEC from our motion last year calling for a proper commitment from NOMS on THEIR zero tolerance policy. SWINFEN HALL</p>		

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