

POA
ANNUAL CONFERENCE 2016



CONFERENCE PAPER TWO

Strategic Aims & Objectives



Shaping
OUR FUTURE

CONFERENCE PAPER TWO – ACM/53/2016

STRATEGIC AIMS AND OBJECTIVES 2016-2020

Conference accepts that the National Executive Committee through the ruling body needs to focus on clear policies with strategic aims and objectives in this Parliamentary time frame.

POA members need a strong and sophisticated union to defend their interests in the present economic and political climate.

Setting out in this Conference Paper our aims and objectives over the next four years will give us the foundation to plan, formulate, implement and evaluate our ongoing strategy and indeed identify what is actually important to our membership.

The organisation and management of the POA and its authority is identified under Rule 9.1. The management of the Union is vested in;

- (a) Conference
- (b) the National Executive Committee
- (c) the Officers, and
- (d) the National Chairman and General Secretary acting together;

in that order of priority (except where the Rules provide differently).

In no particular order of priority the Executive seek clear guidance on the main issues.

The Executive understand that in order not to be reactive to any political or economic challenges that the Union needs to be proactive. By getting our strategic aims and objectives correct in our approach over the next four years could lead to success in the future.

Conference also accepts that re-evaluating the aims and objectives as set out in this Conference Paper is crucial to ensure we do not miss new challenges that affect the collective membership.

Under our Rules and Constitution it is accepted that the aims and objectives might not fit all Countries where the POA have membership within the United Kingdom. For example, Scotland has its own Government and indeed has its own Conference under our Rules, which deals with Scottish issues that affect our members in Scotland. As is the case in the Isle of Man who have their own Government. The same applies to our membership in Northern Ireland where they have autonomy under the Rules and Constitution and indeed have separate arrangements under the Northern Ireland Assembly and indeed the Welsh Assembly. However, the membership in Wales comes under the NOMS employment as Justice is not devolved

Conference also acknowledges the wide diversity of our membership in immigration and indeed private companies.

Therefore, Conference accepts it is necessary to keep the heading generic under our strategic aims and objectives. The following aims and objectives over the next four years should be to improve

- Pay/Terms and Conditions.
- Pension Age Reduction.
- Improve Staffing levels/training and professionalisation.
- Reduce violence against members.
- To ensure the Secretary of State Reforms do not have a negative impact on POA members and that any negotiated settlement is balloted by the affected membership.
- Implementation of Smoke Free Workplaces and a clear strategy on combatting new psychoactive substances.

Conference accepts that a sound methodology for strategic planning is critical if we are to “Turn the Tide” in our favour.

METHODOLOGY

Conference accepts that our decision makers when the ruling body is not sitting are our lay led National Executive Committee. The Executive are annotated to work strands within the Whitley process by the National Chairman. The Assistant General Secretaries are allocated work by the Deputy General Secretary and General Secretary to assist the Executive members and to offer advice consistent with POA policies as set by Conference. The General Secretary is responsible for ensuring that the policies that are set by Conference are enacted upon by the National Executive Committee.

The POA will continue to structure that work to ensure there is no cross over with the National Chairman and General Secretary but both ultimately overseeing the work strands to ensure cohesion and best use of resources.

It is recognised that many of our aims and objectives are of a political nature and best use of our political fund needs to be used correctly as we are politically neutral and use those monies in that fund directly for political work with all the main political parties. Conference recognise that it is essential that the NEC, Branches and membership utilise our collective skills and engage at all levels including all the main political parties to influence the outcome of the Prisons Bill that will be produced as a white paper.

The Union currently is part of the Justice Union Parliamentary Group and the Trade Union Co-ordinating Group where essential work is carried out. Further, we have a yearly Parliamentary and Political Consultancy funded from the political fund from 1st February 2016 to ensure the following;

- Advising and assisting the POA in the co-ordination of its parliamentary campaigns.
- Providing the POA with a full range of up to date relevant parliamentary information and the legislative timetable, and advising on the most effective parliamentary strategy.
- Advising and instructing the POA on the detail of parliamentary procedures, to assist the union in maximising the effectiveness of its parliamentary interventions, including the arrangement as requested of political schools and the training of activists and Executive Officers.

The details of the above to assist the strategic aims and objectives for 2016 – 2020 will include the following:

- Assistance in arrangements for parliamentary interventions and debates, parliamentary questions & EDMs, tabling of amendments, including lobbying for support
- Preparation of letters to Ministers, Committees and Industrial Bodies
- Arranging of meetings with Ministers, Shadow Ministers and MPs and Peers including diary liaison, room booking, preparation & distribution of agendas, issuing reminders, pre-meetings & follow-ups when necessary.
- Arranging of strategy meetings and the development of action plans
- Monitoring of Legislation, Ministerial statements and Select Committees
- Assisting with arrangements for political schools, and parliamentary induction for reps and activists
- Distribution of briefing & research materials to MP's
- Assisting in arranging Parliamentary Lobbies, receptions and Specific Briefing Meetings for MPs and Peers
- Arranging for parliamentary reports to union Annual General Meetings, & Executives Councils, as well as commissioning parliamentary articles for Union Journals, as required
- Media & Press Liaison when required.

Conference, the POA over the next four years needs to continue to be proactive. There needs to be involvement from the whole POA membership and this Conference Paper is the foundation to achieve our strategic aims and objectives to improve the working conditions for our members and their families.

