



POA ANNUAL CONFERENCE 2016

AGENDA

CONFERENCE PAPERS

1,2 & 3



Shaping
OUR FUTURE

REPORT OF STANDING ORDERS COMMITTEE 2016

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	9.30 - 5:30
Wednesday	9:00 - 4:30
Thursday	9:00 - 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

RALPH VALERIO - CHAIRMAN
GLYN TRAVIS - SECRETARY
CHRIS DONOVAN
TERRY FULLERTON
JACKIE MARSHALL

Order of Business ANNUAL CONFERENCE 2016

Tuesday 10th May

Registration
Welcome Speech by The Worshipful the Mayor of Sefton
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

Fringe Meetings

Respect the Risk

12:30 – 13:30

Hosted by Ralph Valerio, Vice Chair and Mike Rolfe, NEC

Guest Speakers:

John Welsh – Secretary,
Western Australia Prison Officers' Union (WAPOU)
Sophie van der Merwe – Organiser,
Western Australia Prison Officers' Union (WAPOU)

Campaign for Justice

18:00 – 19:00

Hosted by Steve Gillan, General Secretary and Andy Darken, Deputy General Secretary

Guest Speakers:

Barbara Jackson – Secretary, Orgreave Truth & Justice Campaign
Dave Smith, Blacklist Support Group
Eileen Turnbull – Secretary, Shrewsbury 24 Campaign

Order of Business ANNUAL CONFERENCE 2016

Wednesday 11th May

Registration

NCSHCS AGM

NCSHCS AGM Guest Speaker –
Josie Irwin, Head of Employment Relations,
Royal College of Nursing

Annual Conference Motions

Presentations: Cronin Clasps, Toe by Toe and Mabel Hempton Awards

Annual Conference Motions

Guest Speaker:

Jan Willem Gourriaan –
General Secretary, EPSU

Annual Conference Motions

Fringe Meetings

Use of Force

12:30 – 13:30

Hosted by Mark Fairhurst - NEC,
Glyn Travis - Assistant General Secretary
and POA Legal Officer Neil Johnson

Guest Speaker:

Solicitor from Thompsons Criminal Law Team

New Psychoactive Substances (NPS)

16:30 – 17:30

Hosted by Mike Rolfe, NEC
and Ralph Valerio, Vice Chair

Guest Speaker:

Jan King – Angelus Foundation

**Order of Business
ANNUAL CONFERENCE 2016**

Thursday 12th May

Registration

Fringe Meeting

Stress & Mental Health in the Workplace

08:00 – 09:00

Hosted by Chris Donovan, NEC & Joe Simpson, Assistant General Secretary

Guest Speakers:

Gerard Stilliard, Head of PI Strategy, Thompsons Solicitors

Bob Woods, UK National Work-Stress Network

Annual Conference Motions

**Presentation: Chris Swindon – Fundraising Officer,
Francis House Children's Hospice**

Annual Conference Motions

National Chairman's Closing Address

General Secretary to Close of Annual Conference 2016

MOTION	NEC SPEAKER	NEC RECOMMENDATION
RULES AND CONSTITUTION		
<p>1</p> <p>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. NEC</p>		
<p>2</p> <p>Amend rule 2.2 (a) The Union may do anything incidental or conducive to any of the objects including (but not limited to): a) Affiliate to relevant bodies, excluding the Trades Union Congress WORMWOOD SCRUBS</p>		
<p>3</p> <p>Currently rule 10.10 reads, Rule 10.10 The National Executive Committee will conduct the business of the Union in accordance with the policy laid down from time to time by Conference, unless these rules provide differently.</p> <p>We ask Conference to amend this rule to read, <i>Rule 10.10 The National Executive Committee will conduct the business of the Union in accordance with the policy laid down by Conference.</i> If a motion has been passed by Conference then only Conference can either, set the motion aside or instruct the NEC in its disposal. PARKHURST</p>		
<p>4</p> <p>To add to Rule 12.5 at paragraph f: Each consultative committee can bring motions to conference on matters affecting the membership of this union up to a limit of 10 motions. These motions to be agreed at the last quarterly meeting of the committee. LOW NEWTON</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
5 Conference accept Conference Paper one which sets out the rules to establish a Private Sector Services committee. BIRMINGHAM (G4S)		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
HEALTH AND SAFETY		
<p>6</p> <p>Conference demands that NOMS publish the Independent medical report into Second Hand Smoke in prisons as published by Professor John Britton.</p> <p>NEC</p>		
<p>7</p> <p>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.</p> <p>BULLINGDON</p>		
<p>8</p> <p>That the NEC seek a change to the RPE training package to remove any reference to entering and searching a cell</p> <p>BULLINGDON</p>		
<p>9</p> <p>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.</p> <p>ELMLEY</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
PRIVATISATION AND CONTRACTING OUT		
<p>10</p> <p>Conference to debate and discuss POA policy on returning the private sector establishments in their entirety to the public sector.</p> <p>SWALESIDE</p>		
<p>11</p> <p>Conference to now reaffirm POA policy of returning the private sector establishments to the public sector prison service.</p> <p>SWALESIDE</p>		
<p>12</p> <p>Conference accept the current privatisation program of wholesale prisons has been put on hold, but the contracting out of services (privatisation by another name) is a reality for public sector workers.</p> <p>Prisons which have been privatised are reliant on the company performing well and making a profit in order to provide annual cost of living pay awards to POA members. Therefore, conference accept that until such time as private prisons are returned to the public sector the union support these companies to protect and promote POA members and improve terms and conditions.</p> <p>NORTHUMBERLAND</p>		
<p>13</p> <p>Conference accepts it is important to gain recognition rights within all private sector companies. Conference instructs the executive to do all it can to achieve this.</p> <p>NORTHUMBERLAND</p>		
<p>14</p> <p>That conference instructs the NEC to remove the strapline "Prisons are not for profit"</p> <p>NORTHUMBERLAND</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>15</p> <p>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 taxpayers money and maintenance of standards of service.</p> <p>HEWELL CLOSED (BLAKENHURST)</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
BENCHMARKING		
<p>16</p> <p>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.</p> <p>GARTH</p>		
<p>17</p> <p>That the NEC open negotiations with NOMS to make changes to the benchmark core day, to</p> <ol style="list-style-type: none"> 1 remove the layered regime 1830-1930 2 change the weekend benchmark finish time to 1700 from 1800 <p>And that those hours saved are re-invested into the new core day to provide an up lift in staffing numbers to support the regime without any cost to the employer.</p> <p>BULLINGDON</p>		
<p>18</p> <p>Conference mandate the NEC to negotiate an amendment to the core day shift times in all establishments of 07.30 to 17.30 on weekdays and 08.30 to 17.00 weekends and bank holidays.</p> <p>LANCASTER FARMS</p>		
<p>19</p> <p>For the NEC to re-negotiate with NOMS the removal of the 18.30 finish main shift and this to be replaced with a 17.30 finish main shift.</p> <p>HINDLEY</p>		
<p>20</p> <p>Conference mandates the NEC to negotiate with NOMS to reinstate static Supervising Officers in all residential areas.</p> <p>LANCASTER FARMS</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
SECURITY AND CUSTODY		
<p>21</p> <p>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.</p> <p>SWINFEN HALL</p>		
<p>22</p> <p>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.</p> <p>NOTTINGHAM</p>		
<p>23</p> <p>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.</p> <p>NEC</p>		
<p>24</p> <p>That conference debate the use of Body Worn Cameras and CCTV footage against our members in conjunction with PSI 6/2010 Conduct and Discipline and any other policies where POA members work.</p> <p>NOTTINGHAM</p>		
<p>25</p> <p>That conference debate the suitability of the issue uniform in the current operational environment.</p> <p>BULLINGDON</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>26</p> <p>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.</p> <p>BULLINGDON</p>		
<p>27</p> <p>That the NEC receives assurances from NOMS that PSO 1600 over-rides the guidance on use of force from Woman's Policy Group. Furthermore NOMS instruct the managers of all Female Establishments to follow the instructions contained in PSO 1600.</p> <p>LOW NEWTON</p>		
<p>28</p> <p>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.</p> <p>HOLME HOUSE</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
HR		
29 That conference debate the impact of PSI 6/2010 Conduct and Discipline on our members. NOTTINGHAM		
30 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. DURHAM		
31 That the NEC negotiate changes to PSI 6/2010 where “mandatory instructions” are only being considered advisory guidelines. HEWELL CLOSED (BLAKENHURST)		
32 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. HOLME HOUSE		
33 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. HOLME HOUSE		
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. HOLME HOUSE		
19		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>35</p> <p>That conference debate the current use and effectiveness of the grievance procedure policy. NOTTINGHAM</p>		
<p>36</p> <p>That conference instructs the NEC to go to NOMS and negotiate for an independent review board for grievance appeals and investigations once escalated to code of discipline as presently these are done in house and are therefore liable to be biased. SWINFEN HALL</p>		
<p>37</p> <p>That the NEC insist on an independent appeal panel to resolve staff grievances giving the process greater transparency and effectiveness. NOTTINGHAM</p>		
<p>38</p> <p>An increase in the rate for all Payment Plus is negotiated through collective bargaining by the NEC, and approved by the membership via ballot, if agreement is not reached, there will be a national Payment Plus ban on each last weekend of each month, starting in June 2016, commencing at the start of the night shift on the Friday and remaining in place until the commencement of the day shift on the Monday. This to remain in place until an acceptable recompense is forthcoming. BURE</p>		
<p>39</p> <p>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. LINCOLN</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>40</p> <p>That conference call on the executive to enter into consultation with NOMS to ensure all operational staff receive parity in pay of £19.86 from the time an operational emergency is called or a request for assistance is made under mutual aid, operational tornado and or advanced C&R deployed and that this rate is payable until the conclusion of the incident ensure that no staff suffer a detriment and all staff are treated equally for the work they contribute to maintaining operational stability.</p> <p>STOCKEN</p>		
<p>41</p> <p>That conference debate the abuse of agreed JES scores and job descriptions for all POA members. Furthermore, conference call upon the Executive to seek assurances from NOMS that only appropriate and approved work will be conducted by the grade identified within the JES scoring system.</p> <p>WHATTON</p>		
<p>42</p> <p>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>43</p> <p>That the NEC negotiate with NOMS the mandatory inclusion of an elected POA official to any recruitment interview, selection panel or Board involving each individual establishment.</p> <p>HEWELL CLOSED (BLAKENHURST)</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
OPERATIONS		
<p>44</p> <p>That conference mandate the NEC to renegotiate Bulletin 8 with NOMS, making it relevant to all affected POA members in 2016. Once renegotiated, the membership is balloted for approval. ELMLEY</p>		
<p>45</p> <p>That conference instructs the NEC to ensure that any review of Bulletin 8 part of the negotiations with NOMS is to ascertain the viability of alternative patterns of attendance, such as four on four off without detriment. HOLME HOUSE</p>		
<p>46</p> <p>That conference instructs the executive to resist the MoJ proposal to give some Governors autonomy (autonomous prisons) and authorise the NEC to co-ordinate any necessary action to support this unions' opposition to this policy. WORMWOOD SCRUBS</p>		
<p>47</p> <p>That conference instruct the NEC to inform NOMS that the POA insist that prisoners use of weight training in NOMS establishments should be used as part of a well- rounded health and fitness regime and not for extreme body building and as such, all NOMS establishments should be equipped accordingly. WORMWOOD SCRUBS</p>		
<p>48</p> <p>Any member of staff who is unable due to staff shortages, to take their full allocation of annual leave should be given the option to sell this back to NOMS at no less than PP rate should they wish. WHATTON</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>49</p> <p>That conference instruct 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.</p> <p>SEND</p>		
<p>50</p> <p>That the NEC negotiates with NOMS to ensure a complete roll out of the biometric prisoner canteen application system throughout the prison estate.</p> <p>HEWELL CLOSED (BLAKENHURST)</p>		
<p>51</p> <p>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.</p> <p>BULLINGDON</p>		
<p>52</p> <p>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.</p> <p>ALBANY</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>53</p> <p>Conference accept our strategic aims and objectives from 2016-2020 as set out in Conference Paper two. NEC</p>		
<p>54</p> <p>Conference accepts Conference Paper three in respect of progress on restructuring of the POA. NEC</p>		
<p>55</p> <p>That conference endorses the POA NEC to conduct detailed analysis of income over expenditure by area in England, Wales, Scotland and Northern Ireland and also by Public Sector establishments, secure hospitals and private establishments. The NEC would then redistribute resources or make changes to target expenditure where it exceeds income or improve services to POA members where there is a surplus. Changes that would affect member's benefits, the POA rules and constitution and employed or lay structures would be brought back to conference to be ratified. NEC</p>		
<p>56</p> <p>That conference debate the current format of conference and discuss ways to encourage more delegates to address issues and provide a broader knowledge and understanding of how policies impact on POA members. WHATTON</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>57</p> <p>That conference debate the demographics of delegates at annual conference and discuss the options that are available to the union to increase the number of delegates from minority groups.</p> <p>WHATTON</p>		
<p>58</p> <p>That conference approves an increase in the death benefit from £3250 to £5,000. To offset the additional costs a subscription increase of 30 pence a month is introduced from June 2016.</p> <p>NEC</p>		
<p>59</p> <p>That the NEC now fund subsistence of the TUC employment law diploma for branch officials so that members can be represented on a more equal footing.</p> <p>NOTTINGHAM</p>		
<p>60</p> <p>That conference instructs the executive that if loans are provided to members of the executive (NEC) that those loans are advertised to all POA members at the same rate of interest.</p> <p>ALBANY</p>		
<p>61</p> <p>That all loans or advances that have been provided to members of the NEC or staff that work within the NEC are declared and shown in the annual accounts.</p> <p>ALBANY</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>62</p> <p>That all members of the NEC are allowed to claim the same daily and overnight subsistence as all delegates. ALBANY</p>		
<p>63</p> <p>That conference accepts the amended Finance Manual. NEC</p>		
<p>64</p> <p>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. LINCOLN</p>		
<p>65</p> <p>Conference instruct the NEC to seek a partnership with a charitable organisation that specialises in PTSD and Mental Health issues, to offer support and therapy to members who are struggling with these illnesses. ELMLEY</p>		
<p>66</p> <p>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. BARLINNIE</p>		
<p>67</p> <p>Conference instructs the NEC to ballot the membership to take action up to and including strike action if the Prison Service Pay Review Body report 2015-16 again ignores the efforts and contribution of the closed grades by recommending a zero percent pay offer. ELMLEY</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>68</p> <p>That there be improved official communication between the NEC and branch officials. This would take the form of a monthly email update that would include work being carried out by the NEC, what has been achieved and updates of ongoing work done on previous “carried” conference motions (from the most recent annual conference). This would not include any information deemed to compromise any current NEC work or strategy.</p> <p>GARTH</p>		
<p>69</p> <p>For the NEC to ballot the members to take action up to and including strike action in order to regain our full trade union rights.</p> <p>HINDLEY</p>		
<p>70</p> <p>Conference mandate the NEC to negotiate with NOMS a fixed amount of 19.5 hours per week facility time for each branch committee.</p> <p>LANCASTER FARMS</p>		
<p>71</p> <p>Following the announcement on 25/11/15 (by the Secretary of State for Justice Michael Gove) that HMP Holloway is to be closed conference condemns this decision.</p> <p>HOLLOWAY</p>		
<p>72</p> <p>Conference instructs the NEC to conduct a review of the powers of the conduct committee and reports the findings back to the membership.</p> <p>PARKHURST</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>73</p> <p>Prior to the final results of a workplace ballot, the NEC promulgate a list of all branches to indicate:</p> <ol style="list-style-type: none"> 1 Where a branch has a nil return 2 Where a branch has made a return but the numbers have not been included and the reason. <p>This will enable those branches to appeal the decision, if required, prior to the final ballot result being circulated to the membership.</p> <p>PARKHURST</p>		
<p>74</p> <p>That the NEC provide conference and the membership with a full detailed explanation in regards to the direct employment of a solicitor to the POA.</p> <p>This explanation to include but not restricted to:</p> <p>The authority that was used by the NEC to employ this person and why this was not done through conference.</p> <p>The business case that was submitted to support this employment. Whether this employment was achieved through fair and open competition. When the need for a directly employed solicitor was first muted and when was the solicitor engaged by this union. What savings via restructuring have been realised to allow this employment. What savings from the Thompsons contract have been realised (is this evidenced and supported by the accounts provided to the membership and conference) and what terms and conditions along (including salary and hours of work) with length of contract has been awarded.</p> <p>SWALESIDE</p>		
<p>75</p> <p>That conference instructs the NEC to insert a reference page/pages in the POA diary outlining the most commonly used policies and or information for members and branch officials, identifying appropriate links to access the data.</p> <p>WHATTON</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p>76</p> <p>That conference accept 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.</p> <p>ASHWORTH</p>		
<p>77</p> <p>That conference instructs the NEC to employ a full time officer to support the secure hospital and offender health staff on NHS contracts and seek improvements to terms and conditions.</p> <p>ASHWORTH</p>		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
REPORT BACKS		
78 That the NEC report back on ACM 6/2014 BULLINGDON		
79 That the NEC report back on ACM 19/2014 BULLINGDON		
80 For the NEC to feedback on ACM 78/2014 SEND		
81 That the NEC report back on ACM 5/2015 The NEC should engage with Crown Premises Fire Inspection group and produce a number of suggested safe systems of work for dealing with a cell fire containing either a single or multiple non- compliant prisoner or prisoners and that these safe systems of work should be presented to NOMS by 30th November 2015. HOLME HOUSE		
82 That the NEC report back on motion 10 (e) from the annual conference 2015 RISLEY		
83 That the NEC report back on ACM 49/2015 In light of the unacceptable increase in assaults upon our members and the increased use of legal high narcotics and prisoners under the influence of alcohol that the NEC demand each prison has a central store of pepper spray that where appropriate can be deployed and used by trained officers to subdue prisoners prior to a C&R intervention. HOLME HOUSE		

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

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
PENSIONS		
<p>84</p> <p>Conference debate the changes to the latest pension statements received and the inference of us not getting the pensions that we are expecting. BARLINNIE</p>		
<p>85</p> <p>Conference are given an update by the NEC with regards to the 68 Is Too Late campaign. BARLINNIE</p>		
<p>86</p> <p>Conference are given an update by the NEC with regards to any legal advice received or made in relation to the commutation rate presently offered within the Civil Service Pension Scheme. BARLINNIE</p>		

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