



**The Professional Trades Union for Prison,
Correctional & Secure Psychiatric Workers**

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POA Circular 97/2016

28th October 2016

Action		Information	
England/Wales	<input checked="" type="checkbox"/>	England/Wales	<input type="checkbox"/>
Scotland	<input type="checkbox"/>	Scotland	<input checked="" type="checkbox"/>
Northern Ireland	<input type="checkbox"/>	Northern Ireland	<input checked="" type="checkbox"/>
Special Hospitals	<input type="checkbox"/>	Special Hospitals	<input checked="" type="checkbox"/>
Private Sector	<input checked="" type="checkbox"/>	Private Sector	<input type="checkbox"/>
IRC	<input checked="" type="checkbox"/>	IRC	<input type="checkbox"/>

Dear Colleagues

UNACCEPTABLE LEVELS OF VIOLENCE – IMMEDIATE RESPONSE TO DECREASING SAFETY.

The latest safety in custody statistics published Thursday 27th October 2016 reveal another period of decreasing levels of safety for both staff and prisoners. The POA NEC have stated on record that if Government & Employers, public or private, are unable to ensure our members safety then we will. These matters have clearly not been addressed and the NEC have been forced to act to defend our member's safety.

Today (28th October 2016) the NEC have convened a Special Meeting of the Executive to determine what steps we are going to take to ensure our members safety and as a result of that meeting the Executive have determined the following;

On Wednesday 2nd November 2016, all POA branches in England and Wales will hold an Emergency Branch meeting before morning unlock outside of the Prison Establishment. The purpose of holding the meeting outside of the Establishment will be to highlight the stance taken to the general public and media.

Local representatives or members holding meetings will read this Circular & briefing paper (to follow) out, non-members wishing to attend the meetings should be offered the opportunity to join the POA at these meetings. If no Branch Committee members are available or meetings do not take place members should contact Cronin House on 0208 803 0255. The NEC will ensure that a meeting takes place as soon as possible so that all of our member's safety concerns are addressed, this will apply where no Branch Committee or structure exists such as Non-NOMS prisons that do not currently recognise the POA.

Following the meeting the POA Representatives or nominated leading members will inform the Management at their place of work that a controlled unlock will be in place until an agreed action plan is adopted and accepted by those members at that branch. If Managers try and enforce unsafe working practices on staff or bully them then all staff will retreat to a place of safety and contact the NEC for assistance.

Following the Circular & briefing paper being read out at the meeting, local branch members and members at those establishments on detached duty should debate the safe running of that establishment, members should be given the opportunity to express their opinions and shape the regime & action plan that will be adopted by **all** members following the meeting. Subsequent meetings should be called if necessary to ensure everyone is aware of the emergency position.

Control of the regime and Prison environment should remain in place until the action plan is fully implemented, it is recognised that this could take a considerable amount of time in some instances.

The Employer will most likely deem this move as industrial action and will seek to deduct pay in line with NTS 47/2010. The ongoing safe control of the regime by POA officials is also likely to be considered industrial action by the employers and you will most likely be ordered to "work normally". The POA NEC remind you that you are implementing a controlled unlock to ensure staff and Prisoner safety and that "working normally" has led to serious assaults on both Prisoners and Staff. We ask that you support each other on the decisions taken by the branch.

Further communication will be made available as and when updates are available. POA representatives requiring advice and support should contact the NEC or Cronin house.

Yours sincerely



MIKE ROLFE
National Chair

Yours sincerely



STEVE GILLAN
General Secretary