



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

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**POA Circular 020/2019**

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

15th March 2019

Dear Colleagues

**MEMBERSHIP UPDATE MARCH 2019**

I wish to update you on some important developments. Please ensure the contents of this Circular are brought to the attention of all branch members.

**PAVA Rollout**

The planning for the roll out of PAVA in the closed adult male estate continues to gather pace. Due to HMPPS receiving a legal challenge the first six sites identified for PAVA are preparing as planned and local instructors will be trained in April. Once the legal issues are resolved the POA will be updated on further sites that will roll out PAVA. We continue to discuss PAVA being introduced into the open, female, juvenile and private sector estates.

**SPEAR Training**

The POA have been informed that SPEAR training has started in the four pilot sites for PAVA, namely, Risley, Preston, Wealstun and Hull. As these sites fully implement SPEAR training a timetable for the remainder of the estate will be forwarded to the POA.

**Rigid Cuffs**

Rigid bar cuffs have been purchased and will be rolled out to establishments as soon as is practical. Once the POA receive a timetable for the issue of rigid cuffs we will update the membership further. The original thoughts of HMPPS include rolling cuffs out as local instructors are refreshed. We are still progressing this issue so we can achieve a speedy roll out.

**Reinstatement of ACH / ACHP**

As you will be aware the new promotion policy announced last year in NTS 35/2018 enables staff to carry additional committed hours (into qualifying roles) when they are promoted within F&S. Similarly, it made provision for staff who had lost ACHP due to being promoted under the terms of outgoing policies to reinstate it. However, this provision was limited to those staff who were promoted on, or after, 1<sup>st</sup> April 2018.

It has now been agreed that this provision should be extended to all staff who have lost ACHP in these circumstances – regardless of the date of promotion. All staff who have lost ACHP on promotion within F&S since it was introduced in 2012 will be entitled to reinstate these hours during a 1<sup>st</sup> April to 1<sup>st</sup> October 2019 window.

I would like to thank all POA members who followed our advice and submitted grievances about this unfair policy. This is a success for the POA, and we would encourage all members who wish to reinstate ACHP to do so within the stated timescales.

### Recruitment to Red /Amber Sites

With effect from 1<sup>st</sup> April 2019, HMPPS will no longer operate the temporary measure that was introduced in 2016, to recruit Band 3 Prison Officers into these prisons at the mid-point of the pay range. The employer states that they have been unable to evidence that recruitment to the mid-point is having a tangible effect on incentivising recruitment or, particularly retention given that there is the expectation that all new entrants will have progressed to the mid-point within two years of appointment.

Staff who will have already applied for Band 3 posts in these prisons, where the mid-point salary was advertised, but who have not taken up post by 1<sup>st</sup> April 2019, will continue to be appointed to the mid-point. However, staff applying for posts advertised on, or after, 1<sup>st</sup> April 2019 will be appointed to the pay range minimum.

All new recruits will continue to be awarded the Market Supplements that are currently in place.

### POA March and Rally Wednesday 20<sup>th</sup> March 2019

The march will assemble at Whitehall place at 1030 and move off at 1100 marching past Downing Street and onto the Central Methodist Hall Westminster. Here we will invite guest speakers to address attendees. POA members will have the opportunity to enter the House of Commons to lobby their local MP.

We are highlighting the following issues:

68 is too late pension campaign  
Violence in the workplace  
Prison privatisation

At the rally we are launching our 68 is too late video which we encourage all members to highlight to their MPs, friends and family.

All POA members and their families are welcome to attend, and I look forward to meeting you all.

For and on behalf of the NEC.

A handwritten signature in black ink, appearing to read 'Mark Fairhurst', with a long horizontal stroke extending to the right.

**MARK FAIRHURST**  
**National Chair**