



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

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POA Circular 034/2019

Action		Information	
England/Wales	<input type="checkbox"/>	England/Wales	<input checked="" 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 type="checkbox"/>	Private Sector	<input checked="" type="checkbox"/>
IRC	<input type="checkbox"/>	IRC	<input checked="" type="checkbox"/>

11th April 2019

Dear Colleagues

NEC MINUTES

Please find attached NEC minutes for the 27th March 2019, for your information.

Yours sincerely

STEVE GILLAN
General Secretary

ENCLOSURE

NEC MEETING

27th MARCH 2019



The Professional Trades Union for Prison, Correctional and Secure Psychiatric Workers

Minutes of the meeting held via Video Conferencing on 27th March 2019

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PRESENT

Mark Fairhurst	National Chair	(Cronin)
Dave Todd	National Vice Chair	(Cronin)
Joe Simpson	Deputy General Secretary	(Cronin)
Andy Baxter	National Executive Committee	(Linden)
Ian Carson	National Executive Committee	(Linden)
Dave Cook	National Executive Committee	(Cronin)
Jackie Marshall	National Executive Committee	(Linden)
Terry McCarthy	National Executive Committee	(Cronin)
Sarah Rigby	National Executive Committee	(Cronin)

FULL TIME OFFICER

Mick Pimblett	Assistant Secretary	(Cronin)
Glyn Travis	Assistant Secretary (minutes)	(Cronin)

NEC MEETING

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TRADE UNION DUTIES

ITEM 1 APOLOGIES FOR ABSENCE:
Steve Gillan – Annual Leave

ITEM 2 NEC MINUTES OF PREVIOUS MEETING:
12th March 2019
The NEC discussed the minutes and it was proposed;

“To accept the minutes as a true record”.

This was seconded and Carried.

Action: Minutes to be signed and promulgated.

13th March 2019
The NEC discussed the minutes and it was proposed;

“To accept the minutes as a true record”.

This was seconded and Carried.

Action: Minutes to be signed and promulgated.

ITEM 3 MATTERS ARISING:
12th March 2019
Items 7 & 8 have been actioned.

13th March 2019
Item 5 – the NEC determined that the HMIC Scores will also be included in the Agenda.

Action: Agenda to be amended.

ITEM 4 ACTION POINTS:
The DGS updated the Executive on the progress of the action points, this was accepted.

The National Chair updated the NEC on the outcome of the YCS Ballot.

Action: National Chair to advise HMPPS.

ITEM 5 FINANCE/LEGAL REPORT BACK:

Finance

The DGS gave a full report on the current bank accounts;

GENERAL FUND CURRENT – UNITY £ 527,358.88

RELIEF FUND RESERVE £ 17,997.21

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POLITICAL FUND	£ 29,139.21
DEPOSIT ACCOUNT	£ 113,888.00

Members of the Executive asked for the costs of the Rally.

Action: Rally costs to be put on next NEC.

Member from Feltham

The NEC were provided with a written report on costs in respect of a claim from a member at Feltham.

Appeal member at Wayland

The appeal from a member at Wayland in respect of a stress claim was fully discussed. It was proposed;

"To reject the appeal".

This was seconded and carried.

Appeal member at Norwich

The appeal from the member at Norwich was fully considered by the Executive. It was proposed;

"To reject the appeal".

This was seconded and carried.

Appeal member at Pentonville

The appeal from the member/s at Pentonville was fully considered by the Executive. It was proposed;

"To reject the appeal".

This was seconded and carried.

Member at Wealstun

The criminal case for a member at Wealstun was fully discussed by the Executive. The consequences of night shifts and Bulletin 8 all discussed. Following a full and frank debate it was proposed;

"To support the Case".

This was seconded and Carried.

Action: Letters to members and Thompsons on legal matters.

The NEC discussed the provision of H&S at work, RA's, SSOW, night workers, provision of CSMC on representation of members all discussed.

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Action: *POA Circular reference night workers.
Letter to HMPPS on Night Workers and legal representation.
Night workers on H&S Whitley Agenda.*

POA Pay rise and agreed formula with the GMB was put to the Executive for approval or rejection. It was proposed;

"To accept".

This was seconded and Carried.

Action: *POA to action via admin.*

ITEM 6 *DISPUTES UPDATE:*

The written report was discussed.

The Feltham disputes were discussed, and these will remain on the log until resolved either at local or national level.

The Hull dispute is also being discussed under the reform agenda to try and amend the PECs contracts and provision of local healthcare contract in respect of late arrivals from court.

The Executive discussed the Sudbury disputes, profiles and personal officer work in the open estate.

The provision of key workers in the wider open estate and costing of new work was fully discussed.

The failure of local branches to issue an SFC or management to issue an MPC when change was being proposed fully discussed.

Action: *NEC to email branches on profiles, work, SFCs and MPCs.*

Action: *Removal of ROTL 11 work from operational to non-operational roles on Operational Whitley.*

ITEM 7 *WRITTEN REPORTS:*

None

ITEM 8 *PRISON POPULATION VARIANCES:*

The NEC discussed the latest data on prison population;

England & Wales	82,521	(-22)
Northern Ireland	1,456	
Scotland	8,020	(-46)

ITEM 9 *HMIP REPORTS:*

The NEC discussed the latest reports and outcomes.

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ITEM 10 ANNEX B DRAFT 2013 MoU ADDENDUM:

The suggested addendum to the MoU 2013 was fully discussed in respect of work for Band 4 operational and non-operational roles and POA work, including ACCT reviews.

The protections and redeployment of Band 4's under OMiC was discussed, further work is ongoing in this area.

Concerns were raised over the ability of Governors to move to a mixed economy or total non-operational OMiC model.

It was agreed to send comments to the NEC OMiC Lead and these to be forwarded to HMPPS.

The position of HMPPS in respect of OMiC model in the female estate was discussed.

The lack of SFC's from the female estate was discussed in conjunction with the proposed meetings, it was agreed the NEC would contact their female branches and advise them of the requirement to issue an SFC on the model for OMiC in the female estate.

ITEM 11 H&S ITEMS:

The NEC were updated on several issues which had been raised at the latest meeting.

The issues arising out of the fire contingency plans, night staffing, SSOW and the RA's fully discussed.

The previous requests for copies BCR's (Business Change Requests) on Fire Contingency Plans, FOIs and responses fully debated by the NEC.

The number of formal reports and provision of information within those reports was discussed.

Action: Legal advice on what options are available over failure to provide information.

Action: Letter to Fire and Rescue Services on Fire and Contingency Planning.

Action: Research Officer to find addresses of Fire Station to Prisons.

The NEC discussed correspondence to and from HMPPS and the need to have a consistent approach to manage and store information.

It was agreed to send all correspondence for and on behalf of Chair of each Whitley once signed off.

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Action: *Standardisation of use of radio warblers on Operation's Whitley.*

ITEM 12 DVD:

The Executive discussed the training available to members on reducing violence in the workplace.

Action: *DGS to investigate what is available at the TUC.*

ITEM 13 GATELODGE EXTRA:

The NEC agreed to produce a Gatelodge Extra on the March and Rally from the 20th of March.

It was agreed to consider producing a 16 page magazine and to have this produced and distributed by Conference in May.

The NEC discussed the content and promises from cross party Politicians at the Rally.

Action: *Gatelodge Extra to be produced.*

Action: *DVD on website and a link produced in the Gatelodge Extra.*

Action: *DVD to all branches via email.*

ITEM 14 VDT REPORTS:

The NEC discussed the latest data.

ITEM 15 SECURITY & CUSTODY:

The minutes of the meeting were noted.

ITEM 16 BODY WORN CAMERAS:

The NEC discussed the national stance of HMPPS not to allow staff access to BWVC prior to completing the use of force paperwork.

The NEC discussed the NTS issued at HMP Liverpool and consequences for members.

HMPPS have asked if the NEC are in favour of using BWVC on escorts, this will be discussed at dedicated meetings.

The NEC discussed the use/abuse of video footage following local reviews of general footage.

The provisions of PSI 4/2017 and GDPR was discussed including use of adjudications and Police investigations following incidents which are recorded.

Some prisons are allowing staff to view CCTV footage prior to completing use of force paperwork and this approach needs to be consistent across the service.

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The chronology of events on BWVC and statement from the Minister was discussed.

Some Governors are directing staff to use BWVC during full searches and cell searches despite the policy and the lack of consistency across the estate was discussed.

Action: *POA Circular reference use of force and Annex A.*

Action: *Comments to NEC on mis-use of BWVC footage.*

Action: *Letter to HMPPS.*

ITEM 17 RE-CATEGORISATION C TO B:

The NEC discussed the movement of prisoners when moving from CAT B to C and C to B. Examples to be sent to Secretary to Security and Custody Whitley Sub-Committee.

ITEM 18 ANNUAL LEAVE POLICY:

The NEC discussed the calculation of annual leave and any formula that may be issued. The NEC determined not to send out any general guidance, because it may have an adverse impact on local agreements.

ITEM 19 ANNEX A HMPPS LEADERSHIP CODE:

Response to be forwarded and discussed.

ITEM 20 ELECTRONIC TAGGING OF PRISONERS:

The issue of monitoring offenders on release through the tagging system was fully discussed. This issue was raised over a prisoner at Sudbury.

Action: *Local Committee to request MPC letter from Employer.*

ITEM 21 PAT CUFFE REPORT:

The NEC discussed the release of the Pat Cuffe Report to branches and other individuals and stakeholders.

The NEC has requested legal advice on specific elements. It was proposed;

“To withhold publication of the Cuffe Report until the NEC receive unambiguous legal advice on the points identified and have time to consider the report in full.”

This was seconded and Carried.

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Action: Withhold Report.

[Handwritten Signature]
.....
National Chairman

10TH APRIL 2019
.....
date

[Handwritten Signature]
.....
General Secretary

10-4-19
.....
date

GT/NH/27.03.19