



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

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POA Circular 036/2019

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"/>

24th April 2019

Dear Colleagues

NEC MINUTES

Please find attached NEC minutes for the 10th April 2019, for your information.

Yours sincerely

STEVE GILLAN
General Secretary

ENCLOSURE

NEC MEETING

10th APRIL 2019



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

Minutes of the meeting held via Video Conferencing on 10th April 2019

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PRESENT

Mark Fairhurst	National Chair	(Cronin)
Steve Gillan	General Secretary	(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

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

NEC MEETING

10th APRIL 2019



TRADE UNION DUTIES

ITEM 1 APOLOGIES FOR ABSENCE
None

ITEM 2 NEC MINUTES OF PREVIOUS MEETING:
27th 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:

27th March 2019

Item 10 – The NEC discussed the provisions of the MoU 2013 and protections.

The NEC discussed previous discussions and stance of the NEC.

The NEC discussed the provisions of the 2013 MoU and role of POM's under the new OMiC model. The Offender Supervisors role, as described in the MoU 2013 was rotational.

Under the OMiC model the POM is non-rotational, which is the same as PEI's/Dog Handlers. Concerns were raised over the protections afforded to POM's, in the OMiC model who undertake this role as an operational Band 4. The next meeting on OMiC is diaried for the 25th April 2019.

The National Chair advised the NEC that he will look at attendee's for the next OMiC meeting.

ITEM 4 ACTION POINTS:

The General Secretary and DGS gave an update on the progress of the action points which was accepted.

ITEM 5 PRISON REFORM/REFORM REPORT BACK:

Urgent Notification Process

The NEC discussed the current status of Urgent Notification's in prisons.

Special Measures

No more prisons identified.

Performance Improvement Plan's

Deerbolt have been put under a PP. This was discussed by the NEC.

NEC MEETING

10th APRIL 2019



HMIP Reports

None.

HMIP Independent Review

The time for visits to take place has been extended by half a day.

Prison, Probation & Youth Justice Reform

Noted by the NEC.

OMiC Key Worker Update

This matter is being progressed under the dedicated team.

ITEM 5A ***DETACHED DUTY:***

The latest numbers being used on National Detached Duty was discussed.

ITEM 5B ***DEREGULATION:***

The NEC are considering the 2 Annex A's and Batch 46 of Policies.

ITEM 6 ***NATIONAL CHAIR REPORT BACK:***

The National Chair gave a report on meetings attended since the last NEC meeting;

- Meeting with JFC
- Attended POA Rally
- Stocktake Meeting
- Butler Trust Awards
- Conference and Events meeting
- Disputes meeting
- BWVC viewing
- Media including Sky BBC ITV Radio
- Visited Brixton
- Investigated Northern Ireland complaint
- Visited member from Leeds who was seriously injured.
- Addressed BOT
- Met with new CEO Jo Farrar
- Visited HMP Birmingham
- Visited HMP Leicester
- Met with Union Barrister
- Met with HMIP
- Met with Chief Inspector of Prisons
- Attended South West Area Meeting.

The report was accepted.

The National Chair advised the Executive of advice he has been given in respect of members viewing CCTV footage prior to completing C&R paperwork.

NEC MEETING

10th APRIL 2019



The National Chair updated the NEC on the meeting with HMP Birmingham Committee and Management. It has been agreed to get a legal representative at all future meetings to deal with TUPE.

The legal challenge HMPPS are facing over issuing of PAVA was discussed. It was agreed that despite the employer contesting this legal challenge, it did not prevent them rolling out PAVA in the first six prisons they had identified. The Executive agreed that they had shown consideration and patience but that PAVA had to be rolled out as a matter of urgency. No matter what challenge HMPPS faced the roll out of PAVA must continue.

It was proposed;

“To issue HMPPS with a 28 notice over the roll out of PAVA in the 6 pilot prisons”.

This was seconded and Carried.

Action: *letter to HMPPS reference PAVA.*

The NEC fully discussed the levels of violence in prisons and what actions can be done. A report was provided on what actions can be done to change the attitude of politicians and organisations over violence in prisons.

The NEC discussed the options of legal advice against the Secretary of State and or Minister.

The NEC discussed the letter from ER on First Aid. The Chair advised the NEC of a complaint he has made to the HSE over the provision of First Aid in Prisons.

Action: *Letter to HMPPS reference First Aid.*

A full and frank debate covered the strategy the NEC need to adopt to address all of the issues, including members of the NEC visiting branches.

ITEM 7 PRISON POPULATION VARIANCES:

The NEC noted the latest report and data on prison population;

England & Wales	82,967	(424)
Northern Ireland	1,442	(-50)
Scotland	8,100	(34)

ITEM 8 WHITLEY SUB COMMITTEE REPORTS:

NEC MEETING

10th APRIL 2019



HR

Prison Officer Guide Union Engagement

The NEC discussed the guide and it was agreed to consider the feedback.

L&D/HMPPS Apprenticeship Update

The work to introduce the apprenticeship scheme was discussed by the NEC.

L&D POELT To Apprenticeship Briefing Paper

Noted by NEC.

Apprenticeship Minutes 25.03.19

The minutes were discussed and accepted by the NEC.

Annex A – NTRG Band 8

The NEC were asked to forward any comments to the Vice Chair as soon as possible.

Revision 37 & 39 Hour Contract

The policy was discussed and this will be discussed at a future stocktake meeting.

Pre HR Minutes 26.03.19

Noted by NEC.

Health & Safety

Radio Warblers

The use/abuse of radio warblers in prisons was discussed by the Executive with the correspondence from prisons.

H&S Inspection Channings Wood

The report was fully discussed by the NEC and implementation of a local action plan.

Action: *Channings Wood inspection report to go on next H&S Whitley Agenda.*

Minutes H&S Meeting 29.03.19

The minutes were discussed and the NEC asked to contact their branches on Fire Contingency's.

The DGS updated the Executive on the failure of HMPPS to introduce Voluntary Testing for NPS in 10 pilot prisons.

The NEC discussed the testing pilot sites and failure of HMPPS on obtaining samples from staff.

Action: *Letter to HMPPS to withdraw from Pilot.*

NEC MEETING

10th APRIL 2019



Safety Meeting Minutes 26.03.19
Noted.

ITEM 9 CORRESPONDENCE:
None.

ITEM 10 PENSIONS:

The Executive were updated on the outcome of meetings which the POA have attended.

The letter from the Unions has been submitted to Cabinet Office. The letter to all Unions on compensation payments was discussed. The differential payments for redundancy and medical inefficiency payments was debated by the Executive.

Action: The proposal to Unions will be rejected by the POA.

ITEM 11 CLOSED OR MOTHBALLED BRANCHES UPDATE:
Nothing to report.

ITEM 12 HMP BIRMINGHAM:

The correspondence from G4S on the TUPE was discussed by the NEC. The POA has instructed Thompsons to attend meetings and surgery's. Dave Todd Vice Chair has been identified as the single point of contact. Future meetings and dates were discussed.

**Action: National Chair to write to ER on facility time.
Dedicated mailbox to be set up for Birmingham.**

ITEM 13 PSI 6/10:

The NEC discussed a report back on conduct cases. The NEC were asked for feedback on abuses of 6/2010.

The legal ramifications of policy and review of the grievance and Conduct and Discipline was debated.

The National Chair will write to the Employer to have a dedicated meeting on a review of PSI 6/2010.

A members of the NEC gave an update relating to members from HMP Wealstun who appear to have been dismissed for charges relating to misconduct.

TRADE UNION ACTIVITIES

ITEM 14 GENERAL SECRETARY REPORT:

NEC MEETING

10th APRIL 2019



The NEC accepted the written report and update on the meeting with counsel.

ITEM 15 REPORT BACK SCOTLAND:

The General Secretary gave a report to the NEC for the call to hold an SDC on scottish issues. This has been supported by the SNC and will take place on the Monday of Annual Conference.

ITEM 16 REPORT BACK NORTHERN IRELAND:

The General Secretary gave a full report on the withdrawal of the complaint to the CO in NI and outcome of internal complaint.

ITEM 17 REPORT HIGH SECURE HOSPITALS:

None.

ITEM 18 UNION LEARNING FUND:

The written report was accepted and the DGS is looking to advertise for more ULR's. The report from the TUC on the complaint was discussed. It was suggested that ULR's may be used to assist new staff gaining level 2 qualifications in English and Maths.

ITEM 19 REPORT BACK BOOKLET:

The NEC accepted that the report back booklet was acceptable but needed proof reading.

ITEM 20 EMERGENCY MOTION:

The NEC discussed the emergency motion and determined whether to support or oppose.

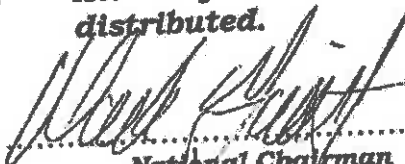
ITEM 21 APPEALS TO ANNUAL CONFERENCE:

The appeals were noted. The National Chair will look at who will reply to motions if accepted by Conference.

ITEM 22 CONFERENCE PAPERS 1 & 2:

Noted.

Action: All Conference Papers etc to be paged up, proof read and distributed.


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National Chairman

24 APRIL 2019
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date


.....
General Secretary

24 April 2019
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date