



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

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General Secretary: Steve Gillan

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POA Circular 048/2019

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"/>

22nd May 2019

Dear Colleagues

NEC MINUTES

Please find attached NEC minutes for the 8th and 13th May 2019, for your information.

Yours sincerely

STEVE GILLAN
General Secretary

ENCLOSURE

NEC MEETING

8th MAY 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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5. Prison Reform/Reform Report Backs
- 5a. Detached Duty
- 5b. Deregulation
6. National Chair Report Back
7. Prison Population/Variations
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9. Correspondence
10. Pensions
11. Closed or Mothballed Branches Update
12. HMP Birmingham
13. Annex A

Trade Union Activities

14. General Secretary Report
15. Report Back Scotland
16. Report Back Northern Ireland
17. Report High Secure Hospitals
18. Union Learning Fund
19. Report Back Booklet
20. Restructuring
21. Fitness Testing

PRESENT

Mark Fairhurst	National Chair	(Cronin)
Steve Gillan	General Secretary	(Cronin)
Dave Todd	National Vice Chair	(Cronin)
Dave Cook	National Executive Committee	(Cronin)
Jackie Marshall	National Executive Committee	(Linden)
Terry McCarthy	National Executive Committee	(Linden)
Sarah Rigby	National Executive Committee	(Cronin)

FULL TIME OFFICER

Glyn Travis	Assistant Secretary (minutes)	(Cronin)
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NEC MEETING

8th MAY 2019



TRADE UNION DUTIES

ITEM 1 APOLOGIES FOR ABSENCE:

Joe Simpson – Annual Leave
Andy Baxter – HMP Birmingham
Ian Carson – Annual Leave

ITEM 2 NEC MINUTES OF PREVIOUS MEETING:

23rd April 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.

24th April 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:

23rd April 2019

None.

24th April 2019 – Item 10

The dedicated meetings on OMiC have not reached a resolve and a further meeting is diared. Some progress has been made and further reports will be circulated with a draft proposal forthcoming.

ITEM 4 ACTION POINTS:

All completed.

ITEM 5 PRISON REFORM/REFORM REPORT BACK:

Urgent Notification Process

No more prisons identified.

Special Measures

No more prisons identified.

Performance Improvement Plan's

The NEC raised concerns over the lack of engagement from Management. Concerns were raised that these are piecemeal titles to avoid dealing with the real issues.

NEC MEETING

8th MAY 2019



HMIP Reports

Cookham wood – Noted.

HMIP Independent Review

None.

Prison Reform – Notes 11.04.19

Noted.

ITEM 5A DETACHED DUTY:

Concerns were raised over staff on probation being used on Detached Duty as well as part time workers. It was agreed to seek clarity on these issues.

ITEM 5B DEREGULATION:

An update was given to the Executive on the latest PSO/PSI's for cleansing only one Annex A is outstanding.

ITEM 6 NATIONAL CHAIR REPORT BACK:

The National Chair gave an update on recruitment and retention across the Service and meetings he had attended since last NEC;

- Birmingham TUPE Negotiations
- Met new CEO Jo Farrar
- Visited HMP Leicester
- Met with HMIP Peter Clarke
- Attended South West Area Meeting
- Met Imran Hussain MP
- Met Charlie Taylor reference pain compliance techniques in Juvenile Estate
- Attended Valley Parade Memorial Tournament
- Attended Operations Sub Whitley
- Stocktake Meeting
- H&S monthly meeting
- Met with bidders for new build prisons
- Met Phil Cople reference PAVA
- Various tv and radio

The National Chair provided the NEC with the latest update from Bullingdon, following the serious assault. This was fully discussed by the Executive with several issues raised, which the NEC rep will deal with.

The NEC discussed the correspondence to and from HMPPS over the 28-day notice. The roll out of PAVA and possible strategy for the NEC was fully discussed.

NEC MEETING

8th MAY 2019



The prospect of taking legal action against individuals was fully discussed, due to their failure to provide safe workplaces.

The levels of serious violence against staff was again fully debated. Concerns were raised over the lack of communications from branches to the NEC following serious assaults or incidents. HMPPS have given a commitment to discuss high profile assaults with the General Secretary and National Chair.

It was suggested that an Emergency Motion be considered by the NEC.

A general debate covered the National Chairs report back. The roll out of PAVA in the next six prisons was fully discussed.

ITEM 7 PRISON POPULATION VARIANCES:

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

England & Wales	82,649	(-120)
Northern Ireland	1,438	(-)
Scotland	8,213	(53)

ITEM 8 WHITLEY SUB COMMITTEE REPORTS:

HR

Prison Conduct, Discipline and Grievance Procedure

The NEC discussed the report on PSI 6/10 and Grievance Procedure. The National Chair updated the NEC on dialogue with HMPPS and commitment for dedicated meetings.

Pre HR Meeting 26.04.19

Noted.

CM Assurance Checks

The reply from the NEC on CM NTS promotion approved.

Action: Defer item to next NEC.

Send Letter.

Security & Custody

Crime in Prisons – 12.04.19

Noted.

The Minutes of the meeting have been amended to reflect the POA stance on location of prisoners following assaults.

PAVA Meeting 30.04.19

Noted.

NEC MEETING

8th MAY 2019



Safer Custody Stats Meeting 01.05.19
Noted

Drug Strategy 01.05.19
Noted.

Assaults & Self-Harm 01.05.19
Noted.

Operations
Body Worn Camera Letter – Phil Copple
The NEC discussed the reply and Policy.

ROTL Consultation Meeting – 16.04.19
The written report was discussed and concerns raised over the Policy of ROTL, in protecting the public due to the interpretation at local level.

10 Pilot Prisons Meeting – 17.04.19
Noted.

Allocation to the Open Estate Meeting 10.10.18
Noted.

Invision/access/GDPR Compliance
The NEC discussed the correspondence and this has been raised at the HR Whitley and a report is pending.

Health and Safety
Minutes H&S meeting 25.04.19
Noted.

ITEM 9 CORRESPONDENCE:
None.

ITEM 10 PENSIONS:
The POA Circular on ill health retirement and lead claimants was discussed.

ITEM 11 CLOSED OR MOTHBALLED BRANCHES UPDATE:
Medway is due to close in 2020. Concerns were raised over the possible TUPE of staff with specific qualifications for the Young Peoples estate.

NEC MEETING

8th MAY 2019



ITEM 12 HMP BIRMINGHAM:

A report was provided on the recent meeting and action plan.

ITEM 13 ANNEX A'S:

PAVA

All the NEC to forward comments by the 17th May for formal response on the 22nd May 2019.

Action: NEC to forward comments on PAVA.

TRADE UNION ACTIVITIES

ITEM 14 GENERAL SECRETARY REPORT:

The General Secretary gave a report on papers presented at the Justice Union Parliamentary Group on a variety of subject matters from PCS, Police Fed, UCU and Laura Piddock MP Advisor.

The Chair of the Retired Members Committee has made two requests both have been rejected by the NEC in relation to meeting the full NEC on the Monday night prior to Conference and addressing Conference.

Action: General Secretary to reply.

An Emergency Motion was put forward, this was discussed, Seconded and Carried.

Action: General Secretary to sign and circulate.

The Cuffe Report

The General Secretary advised the NEC that he has concerns over the fact the Executive have still not discussed this at a dedicated meeting.

The letter from a branch and other branches over the NEC decision to uninvite Pat Cuffe was discussed. The Emergency Motion that was received from a branch was discussed.

A debate covered the NEC decision and stance on the Cuffe Report.

The provision of the Rules when individuals are invited to address Conference were discussed.

The corporate view of the Executive in respect of the Cuffe Report was again discussed in conjunction with Conference Motions.

It was proposed;

"To reverse the previous decision of the NEC to uninvite Mr Cuffe to Annual Conference and advise the membership accordingly".

NEC MEETING

8th MAY 2019



This was seconded and Carried.

Action: *POA Circular to be promulgated.
Letter to Pat Cuffe.*

ITEM 15 REPORT BACK SCOTLAND:

The SNC are conducting an SDC on Friday on a variety of issues and a report back will be provided.

ITEM 16 REPORT BACK NORTHERN IRELAND:

None.

ITEM 17 REPORT HIGH SECURE HOSPITALS:

None.

ITEM 18 UNION LEARNING FUND:

Noted.

ITEM 19 RESTRUCTURING:

The costs to date was noted.

ITEM 20 FITNESS TESTING:

The Fitness Testing, Equality Impact Assessment and Annex A was discussed. A reply will be sent once legal advice is received.

Action: *Forward Annex A to solicitors for legal advice.*


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National Chairman

22nd May 2019
.....
date


.....
General Secretary

22nd May 2019
.....
date

GT/NH/09.05.19

NEC MEETING

13th MAY 2019



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

Minutes of the meeting held at Southport on 13th May 2019

CONTENTS

Trade Union Duties

1. Apologies
2. Annual Conference Motions

PRESENT

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

FULL TIME OFFICER

Mick Pimblett	Assistant General Secretary
Glyn Travis	Assistant General Secretary (minutes)
Andy Hogg	Assistant General Secretary

NEC MEETING 13th MAY 2019



TRADE UNION DUTIES

ITEM 1 APOLOGIES FOR ABSENCE:
None.

ITEM 2 ANNUAL CONFERENCE MOTIONS:

The NEC discussed the agenda and emergency motions including placement.

A general debate covered a number of motions.

The NEC discussed the issues currently appertaining to Scotland.

The NEC considered an Emergency Motion it was proposed;

"The Conference accepts that the recent spate of serious assaults against staff at a number of establishments demonstrate that prisons are still not safe despite HMPPS and Government claiming otherwise. Conference recognize the consequences of violence and direct the NEC to take legal action to ensure the Secretary of State, HMPPS and Government provide a safe workplace where all POA members work".

This was seconded and Carried.

The National Chair annotated a member of the NEC to speak.

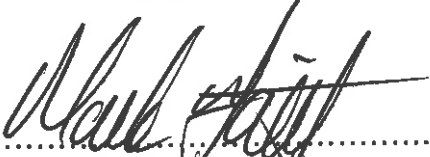
Action: Sign and Circulate to delegates.

The correspondence from a branch on the placement of motions and emergency motions was discussed.

It was proposed;

"That the ex-member from Feltham be put forward for Honorary Life membership".

There was no seconder motion falls.

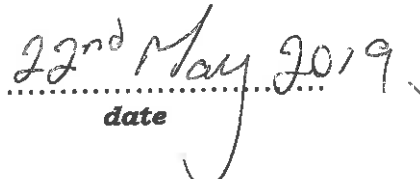
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National Chairman

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General Secretary

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date

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date