



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

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POA Circular 049/2019

Action	Information
England/Wales	England/Wales
Scotland	Scotland
Northern Ireland	Northern Ireland
Special Hospitals	Special Hospitals
Private Sector	Private Sector
IRC	IRC

23rd May 2019

Dear Colleagues

OMIC

In 2013, as a result of collective bargaining the POA and NOMS reached a collective agreement now known as The Memorandum of Understanding. This Memorandum of Understanding contained within it several protections for Prison Officers and related grades. Importantly, it stated, *“Offender Supervisor work will be carried out by Operational Band 4 Prison Officers.”*

Recently, the POA and HMPPS have been involved in negotiations where all aspects of OMIC have been discussed. These negotiations included all areas of HMPPS including the Open and Female Estates. Unfortunately, despite the Executive’s best endeavours, no agreement has been reached.

The Executive will continue to push for an agreement which is acceptable to POA members, but in the meantime the Memorandum of Understanding 2013, is still the overarching agreement which covers the resourcing of Offender Management work in establishments.

Therefore, the Executive advise that where establishments have/intend to introduce Non-Operational Band 4s to undertake OMIC, they should insist on an MPC as per PSO 8525 and dispute this decision. Where Management refuse to issue an MPC, it is incumbent on the Branch Committee to issue an SFC.

The Executive intend to register a National Dispute regarding the use of Non-Operational Band 4s to undertake OMIC, as it is in breach of the collective agreement, the Memorandum of Understanding.

In 2018 Rory Stewart, the Prisons Minister, announced that all prisoners in England and Wales would receive 45 minutes per week of Keywork, delivered by a trained Prison Officer.

Additionally, HMPPS have repeatedly stated that Keywork is a key contributory factor in their attempts to reduce violence in the Prison Estate. However, despite this they refuse to introduce Keywork in the Open and Female Estates which are both showing marked increases in violence within their Prisons. The Executive will continue to push for Keywork in the Open and Female Estates and will highlight the problems faced there in both the press and via Parliamentary Questions.

Please draw the contents of this circular to all members.

Thanking you in anticipation of your support and co-operation.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Steve Gillan', written in a cursive style.

STEVE GILLAN
General Secretary