



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

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General Secretary: Steve Gillan

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POA Circular 92/2019

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"/>

25th September 2019

Dear Colleagues

NEC MINUTES

Please find attached NEC minutes for the 28th August and 12th September 2019, for your information.

Yours sincerely

STEVE GILLAN
General Secretary

ENCLOSURE

NEC MEETING

28th AUGUST 2019



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

Minutes of the meeting held via Video Conferencing on 28th August 2019

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10. Annex A's
11. Cuffe Report
12. Lex Autolease
13. Leave Levels Calculator
14. PAVA Roll Out

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)
	Sarah Rigby	National Executive Committee	(Cronin)

FULL TIME OFFICER

Mick Pimblett Assistant General Secretary (minutes) (Cronin)

NEC MEETING

28th AUGUST 2019



TRADE UNION DUTIES

ITEM 1 APOLOGIES FOR ABSENCE:
Terry McCarthy – Union Business

ITEM 2 NEC MINUTES OF PREVIOUS MEETING:
8th July 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 but not promulgated.

14th August 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:
14th August 2019 – JES Review
Informed that Jersey Prison Service is also currently undertaking a JES review.

14th August 2019 – APO
The proposals from HMPPS regarding APO were fully discussed.

ITEM 4 ACTION POINTS:
All completed or ongoing.

Legal advice regarding recognition rights at Wellingborough and Glen Parva has been received.

Action: General Secretary to write to competing companies for these 2 establishments.

ITEM 5 FINANCE/LEGAL REPORT BACK:

Finance
The DGS updated the Executive on the current bank balances;

GENERAL FUND CURRENT – UNITY £ 564,810.71

NEC MEETING

28th AUGUST 2019



POLITICAL FUND	£ 5,458.57
DEPOSIT ACCOUNT	£ 79,058.74

Legal

Appeal Cardiff

The NEC considered the appeal and it was proposed;

“To reject the appeal”.

This was seconded and Carried.

Action: Letter to member and Thompsons.

Legal Update Manchester

An update was given on a legal case of a member from HMP Manchester. Legal advice has indicated that there is 51% chance of success at ET it was proposed;

“To continue to support the member”.

This was seconded and Carried.

Action Letter to member and Thompsons.

Legal Case Edinburgh

A recent legal case at HMP Edinburgh was discussed and it was proposed;

“To support any legal challenge on behalf of the members at Edinburgh”.

This was seconded and Carried.

Action Letter to SNC.

ITEM 6 DISPUTES UPDATE:

The written report was considered and debated.

ITEM 7 WRITTEN REPORTS:

Apprenticeship Meeting – 09.08.19

The written report was considered and debated.

Operations Whitley Minutes – 23.07.19

The written report was considered and debated.

NEC MEETING

28th AUGUST 2019



ITEM 8 PRISON POPULATION VARIANCES:

The NEC discussed the latest data on prison population;

England & Wales	83,116
Scotland	7,982
Northern Ireland	1,496

ITEM 9 HMIP REPORTS:

HMP Elmley and HMP Isle of Wight

The contents of HMP Elmley and HMP Isle of Wight reports were fully discussed.

ITEM 10 ANNEX A'S:

Dual Role of TEA & Apprenticeship Advisor

A National Dispute has been submitted regarding this.

Domestic Violence

This was debated and considered.

Fire Safety in Prison Establishments

This was debated and considered.

ITEM 11 CUFFE REPORT:

An update was given on Assistant General Secretary posts and Sub Committees.

Action: Panel to be invited to NEC Meeting end of September to present Recommendations of FTO positions – GS to write to Mr Cuffe. National Chair to update the membership via Circular on progression of Cuffe Report.

ITEM 12 LEX AUTOLEASE:

This was considered and debated. It was proposed;

“To authorise Lex Autolease as the provider of lease cars for employees of POA”.

This was seconded and Carried.

ITEM 13 LEAVE LEVELS CALCULATOR:

Fully considered and debated.

Action: Response to be prepared, challenging some aspects.

ITEM 14 PAVA ROLL OUT:

The timetable of the PAVA roll out was fully discussed and debated. The delay in the roll out of PAVA is unacceptable. It was felt that the criteria for PAVA roll out must be dropped and this will be relayed to the CEO and the Minister.

NEC MEETING

28th AUGUST 2019



Action: Legal advice to be sought regarding the roll out of PAVA.

ITEM 15 TUC:

The POA had put an amendment to a TUC Motion and this amendment has been considered in full, it was proposed;

"To accept the amendment included in the composite".

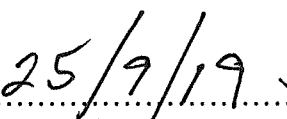
This was seconded and Carried.

Action: General Secretary to inform TUC.


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National Chairman


.....
General Secretary


.....
date


.....
date

NH/MP/28.08.19

NEC MEETING

12th SEPTEMBER 2019



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

Minutes of the meeting held on 12th September 2019 via video conferencing

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

Trade Union Activities

13. General Secretary Report
14. Report Back Scotland
15. Report Back Northern Ireland
16. Report High Secure Hospitals
17. Union Learning Fund

PRESENT

Dave Todd	Acting National Chair	(Cronin)
Steve Gillan	General Secretary	(Cronin)
Joe Simpson	Deputy General Secretary	(Cronin)
Andy Baxter	National Executive Committee	(Linden)
Dave Cook	National Executive Committee	(Cronin)
Jackie Marshall	National Executive Committee	(Cronin)
Sarah Rigby	National Executive Committee	(Linden)

FULL TIME OFFICER

Mick Pimblett	Assistant General Secretary (minutes)	(Cronin)
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NEC MEETING

12th SEPTEMBER 2019



TRADE UNION DUTIES

ITEM 1 APOLOGIES FOR ABSENCE:

Mark Fairhurst – Annual Leave
Ian Carson – Annual Leave
Terry McCarthy – Annual Leave

ITEM 2 NEC MINUTES OF PREVIOUS MEETING:

28th August 2019

The NEC discussed the minutes it was proposed;

“To roll over the minutes to the next NEC”.

This was seconded and Carried.

Action: Minutes to be placed on next NEC meeting.

ITEM 3 MATTERS ARISING:

No matters arising.

ITEM 4 ACTION POINTS:

All action points were completed.

Recommendations of the Cuffe Report FTO appointments to be supplied to the NEC in writing.

ITEM 5 PRISON REFORM/REFORM REPORT BACK:

Urgent Notification Process

Nothing to report.

Special Measures

Nothing to report.

Performance Improvement Plan's

Nothing to report.

HMIP Reports

Eastwood Park - HMCIP report discussed.

Swinfen Hall - HMCIP report discussed.

HMIP Independent Review – None

OMiC Briefing 29.08.19

A discussion took place regarding ACAS negotiations in relation to OMiC scheduled for the end of this month.

Red Sites

Red sites were discussed, the current sites in receipt of support are Bedford, Birmingham, Bristol, Garth and Wormwood Scrubs.

NEC MEETING

12th SEPTEMBER 2019



Action: *Clarification required on labelling of red sites, operational stability.*

ITEM 5A DETACHED DUTY:

The NEC were updated on detached duty.

ITEM 5B DEREGULATION:

Annex A's on domestic abuse has been returned, prisoner voting and fire safety being considered.

ITEM 6 NATIONAL CHAIR REPORT BACK:

Written report back was given;

Branch visits:

- New Hall
- Grampian
- Inverness
- Highpoint North
- Highpoint South
- Wealstun

Meetings attended;

- Met with Professor Richard Paul NPS and Professor Ismail ref effects of austerity on safety in prisons
 - Met with the PCS reference recruitment strategies
 - Attended Unlocked Graduates cohort
 - Attended National Memorial Centre Stafford
 - Attended H&S Consultative Committee
 - Attended Stocktake meeting
 - Met CEO Jo Farrar
 - Met Clare Cornmell ref people strategy
 - Met with employer reference facility time
-

ITEM 7 PRISON POPULATION VARIANCES:

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

England & Wales	83,327	(208)
Northern Ireland	1,527	(12)
Scotland	8,227	(49)

ITEM 8 WHITLEY SUB COMMITTEE REPORTS:

HR

Invision and Detailing

Noted.

National Dispute (Dual Role Apprenticeship)

Noted.

NEC MEETING

12th SEPTEMBER 2019



Health & Safety
POA H&S Minutes 04.09.19
Noted.

National Fitness Strategy
Noted.

OHSF Minutes 04.09.19
Noted.

Fire Safety in Prisons Meeting 06.09.19
Noted.

ITEM 9 **CORRESPONDENCE:**
Disputes Meeting 27.08.19
Noted.

Prison Alliance Meetings
Noted.

ITEM 10 **PENSIONS:**
Nothing to report.

ITEM 11 **CLOSED OR MOTHBALLED BRANCHES UPDATE:**
Update given to the NEC on Medway STC.

ITEM 12 **ANNEX A'S:**
Generic Parole Process
Noted.

Band 9 Equalities NTS
Noted.

TRADE UNION ACTIVITIES

ITEM 13 **GENERAL SECRETARY REPORT:**
General Secretary reported back.

ITEM 14 **REPORT BACK SCOTLAND:**
Report back was given on Scotland.

ITEM 15 **REPORT BACK NORTHERN IRELAND:**
Report back was given on Northern Ireland.

ITEM 16 **REPORT HIGH SECURE HOSPITALS:**
Next NCSHCS Meeting will take place at Broadmoor on 16th October 2019.

ITEM 17 **UNION LEARNING FUND:**
Report back given.

NEC MEETING

12th SEPTEMBER 2019



ANY OTHER BUSINESS:

Staff Survey

This was discussed.

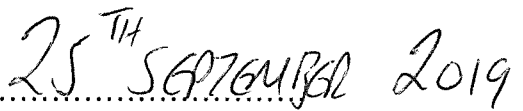
Action: *POA Circular on staff surveys to be promulgated again.*

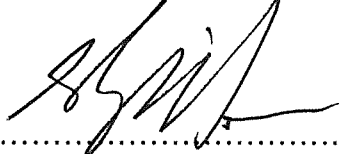
Socio Economic – Notice to Staff

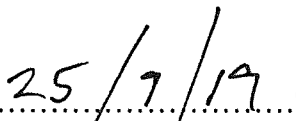
The NEC discussed a Notice to Staff which had been issued at one particular establishment in relation to staffs personal circumstances.

Action: *NEC Members to check with their establishments to see how widespread this is.*


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National Chairman


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date


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General Secretary


.....
date

MP/NH/12.09.19