



# POA Annual Conference 2022

## Policy Document

Building **Safe** Workplaces



## POA Policy Document



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



Dear Colleagues,

As Chair to the Standing Orders Committee I looked at the policy document of our Union with the intention to make it more current, I also wanted it to be more user friendly for the membership and branches to use as a reference document. When addressing motion 52/2018 on behalf of the NEC I gave the assurance that work would be carried on the document.

I have used the Conference Motion below as both the vehicle and the TOR to do this piece of work;

*81/13 That Conference instructs the NEC to carry out a complete review of all the policies contained within the **Current POA Policy Document** and remove by way of a report back those policies which are no longer achievable or viable due to changes in legislation or agreed adopted national policies.*

**BULLINGDON**

I would like to thank the Standing Orders Committee and support staff for their hard work that has gone into the review of this document.

We hope that you will find it useful in the future for reference and assist you to construct motions to future Conferences.

Our policies should evolve with time and new emerging issues, we should also refresh the document annually following Conference.

Yours Sincerely



**DAVE TODD**

National Vice Chair

**Policy  
updated 2019**



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

**SECTION 1**

**27/19** That Conference holds a vote of confidence in the current NEC to establish if the membership has their confidence.

**WYMOTT**

**31/19** If a Conference Motion is not achieved by its tenth anniversary it should be removed from the policy of the Union and placed into the archive document, the reason why it has not been achieved to be explained on a circular to the membership.

**NEC**

**RESTRUCTURING**

**34/19** That Conference Endorse the “Cuffe” report in its entirety.

**NEC**

**36/19** That Conference accept Conference Paper 1 Retired Members.

**NEC**

**MEMBERSHIP**

**46/19** The POA NEC are to apply annually, starting in 2019, to HMRC in order to be included on the list of professional bodies approved for tax relief.

When the POA NEC receive the decision from HMRC it is to be distributed to all POA members via Circular.

If the 2019 application is unsuccessful then the NEC will apply annually until successful.

**DARTMOOR**

**POA PRIORITIES AND GOALS**

**22/18** In light of the uncertainties over Brexit that the POA locally and nationally campaign to ensure that workers do not pay the price in any agreements as outlined in Conference Paper 2.

**NEC**

**23/18** Conference accept that when the UK has left the European Union, the POA NEC are given a mandate to do whatever is necessary to reinstate the power for Governors to remove remission from prisoners as part of any adjudication award.

**THE VERNE**

**125/17** That Conference mandates the NEC to include as part of Annual Conference an update on National issues where it feels it has achieved a benefit for members commencing at Conference 2018.

**HOLME HOUSE**

### **RECOGNITION**

**83/17** We as a branch ask Conference to mandate the NEC to pursue negotiation rights for non-Operational staff who work within Prison's and NOMS buildings.

As Fair and Sustainable grouped staff into Band's and not operational abilities, we as a Union should be representing every individual that works within prisons or NOMS buildings. Helping to promote and protect our Union members.

**SUDBURY**

**132/17** That this Conference re-affirms that the POA is the appropriate union for all workers within the Criminal Justice Sector, Secure Hospitals or any other secure custodial environment in England, Scotland, Northern Ireland, Wales & the Isle of Man and as such the Union actively pursues recognition, legislation changes and organisation within every applicable workplace.

**NEC**

**13/16** Conference accepts it is important to gain recognition rights within all private sector companies. Conference instructs the executive to do all it to achieve this.

**NORTHUMBERLAND**

### **ACCOUNTANTS**

**68/18** Conference approves the appointment of the General Federation of Trade Unions (GFTU) as accountants to the POA & the POA Welfare Fund Charity from the 1st June 2018 until 31st May 2023.

**NEC**

**69/18** Conference approves the appointment of Sturgess Hutchinson as auditors & assurer to the POA & auditors to the POA Welfare Fund Charity from the 1st June 2018 until 31st May 2023.

**NEC**

### **LEGAL**

**43/13** The NEC negotiate that when any POA member is called to give evidence in a criminal case as a result of their employment, their identity is protected by the judiciary by withholding their personal details from the press.

**RISLEY**

### **CONFERENCE & DISTRICT MEETINGS**

**90/15** A copy of the Rules and Constitution be provided with all Conference paperwork prior to the start of Conference.

**DURHAM**

**84/15** When the Standing Orders Committee deems that a Conference motion will fall because of wording they offer advice and guidance to that branch.

**PARKHURST**

### **TRAINING AND EDUCATION**

**84/17** That Conference mandate the NEC to maintain and improve the professionalism of the membership, by challenging the employer in their drive to de-skill the operational prison staff through diluting the processes for promotion and advancement.

**SWALESIDE**

### **POA COMMUNICATIONS**

**47/19** That Conference mandate all local POA committees to provide weekly reports to the General Secretary via a dedicated email address, identifying all serious incidents. This will provide the NEC with hard data to challenge the employer over the current inadequate reporting systems.

**DURHAM**

**48/19** Conference note that only the National Chairman and General Secretary produce a weekly diary that is published on the website. In the interests of transparency Conference instruct all elected National officials to produce a weekly diary that is published on the members only access to the POA website.

**WHITEMOOR**

**52/19** Conference instructs the NEC to improve and develop Circulars that are sent out to Branches. Often Circulars are difficult to understand, we request that in future all Circulars are written in plain English, contain as little jargon as possible and transparent in which areas of the POA they involve.

**NORTHUMBERLAND**

**54/19** That Conference instructs that all routine branch correspondence, such as membership, finance and legal, be sent by email rather incurring postage costs.

**HEWELL**

**57/18** That all awards given to the membership ie, Cronin Clasp, Steve Oxby and all others have a closing date in line with Annual Conference motions, that being 31st January each year prior to Annual Conference in May of that year.

**FORD**

**122/17** That ALL POA officials cease to give free advice on social media platforms unless this is on the official POA site".

**NEC**

**123/17** That Conference direct the NEC to refrain from making Official announcements, statements and releasing Branch Circulars on unofficial social media sites. Also that all announcements, statements, and Branch Circulars are promulgated via official channels.

**FRANKLAND**

**POA DIARY**

**50/19** Conference mandate the NEC to ensure the POA Diary is produced and distributed to branches and members by the end of September of the year prior to the diary beginning.

**WHITEMOOR**

**MISCELLANEOUS**

**53/19** Conference instructs the NEC to explore the use of technology, including electronic voting, in carrying out work place ballots, especially Branch elections to maximise turn out, interest and modernise the current outdated system.

**NORTHUMBERLAND**

## **SECTION 2**

### **PAY AND CONDITIONS**

**9/14** That Conference mandate the NEC to enter into discussions with NOMS and other employers to ensure all POA members terms and conditions are clearly set out, in writing and a report back provided to the membership as soon as practicable.

#### **NORTHUMBERLAND**

### **WORKFORCE MODERNISATION/JES**

**19/17** That the NEC challenge NOMS and its management, to include legal action where appropriate as to who is responsible for the implementation of JES, Benchmarking and Fair and Sustainable to insure they are held accountable for the unsafe reduction of staff which has resulted in countless assaults on staff, the recent riot at HMP Bedford and HMP Lewes, the murder and serious injuries to the offenders at HMP Pentonville and the recent escape of two offenders from HMP Pentonville.

#### **FORD**

**51/17** That Conference instruct the NEC to demand that NOM's re-visit the J.E.S scoring in relation to Band 3's carrying out work that Band 4's were J.E.S scored to do, especially after this work was removed from Band 3's under the implementation of BDG and the subsequent reduction in staffing, an example being the OMU review and the 6 prisoner caseload per Officer, which has been outlined by the Government.

#### **DARTMOOR**

**94/15** Conference accept that NOMS job evaluation scheme (JES) is not fit for purpose. Furthermore, conference refute that operational and non-operational grades are in the same pay band.

Therefore, Conference instructs the NEC to negotiate the introduction of an operational allowance for operational bands 2 to 5 over and above the current 17% unsocial hours to reflect the different working conditions and difficulties that operational grades face in the workplace on a daily basis.

#### **NEC**

### **PRISON SERVICE PAY REVIEW BODY**

**55/19** Conference mandate the NEC to stop the Annual Workplace Ballot in regard to the PSPRB Annual Award.

#### **WHITEMOOR**

**33/18** That Conference affirms the current Union Policy not submitting evidence to the Prison Service Pay Review Body until such time as this Union is satisfied that it is independent of Government Policy and members have confidence in it.

**LOW NEWTON**

**62B/18 Was Emergency Motion 3**

In light of the indicative ballot result and the recommendations of the Pay Review Body who have again failed to address the pay and allowances of the OSG / Band 2 operational staff, this Conference mandates the NEC to remove our OSG/Band 2 members from the remit group of the PSPRB and enter into formal collective bargaining with the employer and Government for the purposes of pay and allowances from 2019.

**NEC**

**10d/15** Due to the recent recommendations of the Prison Service Pay Review Body, Conference instructs the NEC to cease giving submissions to the Prison Service Pay Review Body and seek a return to collective bargaining on pay.

**HATFIELD**

**10e/15** In light of the recent 0% Pay Award for the majority of staff, Conference urge all Branches to only work/operate shift patterns and profiles that are entirely compliant with Bulletin 8 and the Working Time Directive, except where there is a National Collective Agreement or an individual opts out.

**RISLEY**

**PAY MISCELLANEOUS**

**52/17** A call for an immediate ban on all financial bonuses paid to Senior Management grades throughout NOMS.

**ALBANY**

### **SECTION 3**

#### **ALLOWANCES**

**85/19** Conference mandate the NEC to pursue an uplift in the Care and Maintenance of Dog Annual Allowance.

**WHITEMOOR**

**39/16** That conference mandate the NEC to engage with NOMS regarding fair remittance for the use of trained negotiators in recognition of the challenging role they perform in that they are paid the same rate as other staff called in during incidents whether it be payment plus or tornado.

**LINCOLN**

#### **TORNADO PAY**

**14/15** All staff who are subjected to Operation Tornado should be paid the Tornado rate of pay.

**LIVERPOOL**

#### **SPECIALIST ALLOWANCES**

**37/18** Conference mandate the NEC to pursue an uplift in the payment of Care and Maintenance for both Search and Patrol Dog Handlers when they have 2 dogs. The current practice is a yearly payment with a percentage uplift of this payment for having a second dog, whereas, it should be a yearly payment for each dog.

**WHITEMOOR**

**66b/17** The NEC negotiate that all staff who hold an additional qualification for example ACCT assessor, C&R Advanced, Hostage Negotiator, Care Team and First Aid are given a consolidated yearly retention bonus per Qualification.

Should this be refused the membership instruct the NEC to take whatever action they deem necessary to achieve this goal.

**LANCASTER FARMS**

**85/17** For the NEC to seek Specialist Pay for Tornado and Negotiator trained staff in recognition of the frequent courageous and dangerous work they carry out for the benefit of the Prison Service and their colleagues.

**THE VERNE**

**DIRTY PROTEST ALLOWANCE**

**15/15** The allowance for dirty protests should be increased to £30.00 per shift.

**LIVERPOOL**

**BEDWATCH PAYMENTS**

**40/18** That Conference mandate the NEC to demand the Employer assume full responsibility for the payment of additional hours worked including, but not limited to Bedwatch, Payment Plus and Tornado Duty.

**FULL SUTTON**

## **SECTION 4**

### **ANNUAL LEAVE**

**39/18** That Conference instruct the NEC to negotiate with the appropriate authority an agreement which exempts operational staff from financial or other sanctions incurred by taking their children out of school for up to two weeks in order to facilitate a family holiday.

**FULL SUTTON**

## **SECTION 5**

### **REDUNDANCY, PENSIONS AND RETIREMENT**

**72/19** That Conference condemns HMPPS on the way our members exit the Service under IHR and enter into discussions to rectify this.

**FRANKLAND**

**48/18** That Conference instruct the NEC to negotiate with HMPPS to make Payment Plus pensionable for all grades owing to the fact that the current Alpha pension scheme is a career average scheme.

**LEEDS**

**50/18** That Conference accept that when a Section 11 application is made HR should not be required to submit a report stating whether they support the request and instruct the Executive to negotiate a change in policy.

**EDINBURGH**

**89/17** The NEC continue negotiations with the Government over the current pension age and that they inform them the retirement date for all operational staff must be set to 60 years of age. The membership instruct the NEC to take whatever action they deem necessary to achieve this goal.

**LANCASTER FARMS**

**66/16** Conference instructs the NEC to challenge the “Enterprise Bill” in particular the “Restrictions of Exit Payments made to Public Servants” this is yet more evidence of the Westminster Governments attacks on public sector employees.

**BARLINNIE**

**70/15** That the NEC oppose and negotiate regarding the abatement rule applying to members who draw their pre 2015 pension but are expected to work to an imposed NRA of 67-68 years old. Members of the pre 2015 pension scheme who choose to draw their accrued pre 2015 pension and continue to work will suffer a detriment.

**HOLME HOUSE**

**68/15** Conference endorses the campaign to achieve a default pension age of 60 years. Moreover, conference recognises and debates the importance of receiving a fair and equitable pension scheme that is representative of the work POA members do.

**NEC**

## **SECTION 6**

### **STAFFING**

**5/18** Conference instruct the NEC to negotiate with HMPPS for a full and comprehensive review of the Policy/PSI's covering Bedwatches.

**STYAL**

**16/16** That the NEC insist that NOMS acknowledge and publish to local Governors and Agencies that deal with prisoners that the personal officer scheme no longer exists and doesn't have any work profiled in Benchmarked regimes for wing based Band 3 officers.

**GARTH**

**20/16** Conference mandates the NEC to negotiate with NOMS to reinstate static Supervising Officers in all residential areas.

**LANCASTER FARMS**

**28/16** The NEC negotiate with NOMS to secure a Minimum Staffing Level of 3 Officers for external escorts of prisoners believed to be under the influence of identified or unidentified substances.

**HOLME HOUSE**

**51/16** That the Target Staffing figure for all public sector establishments in England and Wales be increased to provide adequate cover for at least one bed watch or constant watch 24 hours a day within the profiles, and that the same position be sought for those working in Scotland, Northern Ireland and the private sector if applicable.

**BULLINGDON**

**52/16** Conference instructs the NEC to ensure that all work required to be completed in establishments is properly resourced and profiled and this to include the important roles of family liaison officers and care team members of staff.

**ALBANY**

**21/15** The NEC should negotiate with NOMS to formalise and protect the presence of existing operation staff or reintroduce operational staff into central detail offices with the number of operational staff in detail offices linked to the SIP figure and the complexity of the establishment.

**HOLME HOUSE**

## **MANAGED MOVES**

**49/16** That conference instruct the NEC to engage with NOMS and seek an amendment to current policy to ensure that all staff who are subject to managed moves receive at least five years' assistance with travel costs.

**SEND**

## **CORE DAY**

**17/16** That the NEC open negotiations with NOMS to make changes to the benchmark core day, to

1 remove the layered regime 1830-1930

2 change the weekend benchmark finish time to 1700 from 1800

And that those hours saved are re-invested into the new core day to provide an up lift in staffing numbers to support the regime without any cost to the employer.

**BULLINGDON**

**18/16** Conference mandate the NEC to negotiate an amendment to the core day shift times in all establishments of 07.30 to 17.30 on weekdays and 08.30 to 17.00 weekends and bank holidays.

**LANCASTER FARMS**

## **FIRE OFFICER ROLE/FIRE SAFETY**

**17/17** That Conference mandates the NEC to pursue with NOMS an increase in night staffing levels across the estate in light of the unacceptable number of deaths in custody.

**NOTTINGHAM**

## **PRISON SERVICE RECRUITMENT**

**75/19** For the NEC to formally challenge the vetting process currently in place by HMPPS, ensuring that all staff working in Prison Establishments are correctly vetting before taking up employment.

**FELTHAM**

## **PROMOTION**

**82/19** Conference instructs the NEC to engage with HMPPS to seek changes to the current promotion policy and procedures, so that experience, knowledge and service is considered when selecting candidates. This would help to eradicate the bias, discrimination and nefarious intent which is inherent in the Service and more so with some managers.

**LIVERPOOL**

**46/18** That Conference recognise the operational JSAC process used by HMPPS as a route for promotion as not being fit for purpose.

Further, that conference mandate the NEC to engage with HMPPS in reviewing and implementing a better, fairer, ability based promotion scheme that is not only designed to improve the ability and competencies of all grades, but that is also fit for purpose and maintains the health and safety of the membership.

**SWALESIDE**

**75/17** Conference mandates the NEC to seek clarity and direction from the employer for members currently temporary advanced. Whether these be temporary promoted from CM to Governor Grade or from Band 4 to CM. This is to identify avenues of career progression in regard to further training and accreditation for those wishing to become substantive at the higher grade.

**HOLLESLEY BAY**

**58/12** In line with efficiency savings the JSAC process is discontinued and replaced with a Promotion Board for uniformed staff.

**LIVERPOOL**

### **NON-EFFECTIVES**

**24/18** That Conference recognise that the current operational Non-Effective of 20% is insufficient to meet the needs of the membership or the operational needs of the service.

Further, that Conference mandate the NEC to engage with HMPPS and other employers to implement a Rate closer to 25%.

An update and report back to be provided for the membership no later than Conference 2019.

**SWALESIDE**

### **OSG**

**73/19** For the NEC to negotiate an extra payment for OSGs carrying out skilled task which require them to pass an examination for example control room trained OSGs. For all OSGs carrying out extra duties to also receive this payment including care team, youth justice foundation degree etc.

**FELTHAM**

**34/14** That Conference mandate the NEC to demand that NOMS fill OSG vacancies with permanent staff and not agency/casual workers.

**HULL**

### **DETACHED DUTY**

**42/15** That Conference utilises whatever means are available to stop the disgraceful misuse of staff resources, in terms of detached duty.

**WYMOTT**

### **DOG HANDLERS**

**51/15** The NEC should negotiate with NOMS to employ permanently stationed patrol dogs in every category B and C prison.

**LIVERPOOL**

## **SECTION 7**

### **PAYMENT PLUS**

**79/17** That Conference mandates the NEC to negotiate with NOMS, a pensionable pay, Payment Plus rate.

#### **LIVERPOOL**

**44/15** That Conference mandates the NEC to seek agreement from NOMS that when unified grade takes unpaid leave for any reason that this period of time is covered by payment plus.

#### **MORTON HALL**

### **WORK LIFE BALANCE/FLEXIBLE WORKING**

**29/15** The NEC pursue the employer in an attempt to remove a bullet point from the work life balance and flexible working guidance, this bullet point is under the paragraph titled "Can a request for work life balance be refused". The bullet point reads

- Inability to recruit additional staff

#### **SWALESIDE**

### **WORKING HOURS**

**53a/17** In light of the recently imposed pay rise on F & S staff within the 31 sites, that Conference instruct the NEC to negotiate and impose with her Majesty's Prison and Probation Service that all closed grades irrespective of rank, have their working hours reduced from 39 hr to 37hr per week at no detriment whatsoever to any pay or conditions, as a reward for their loyalty and continued Service in extremely difficult circumstances.

#### **BELMARSH**

**69/17** That Conference instructs the NEC to negotiate with NOMS that all staff of Uniformed Grades have a reduced working week of 37 hours, at no detriment to pay, pensions and conditions.

#### **HEWELL CLOSED**

## **SECTION 8**

### **C&R**

**11/19** Conference to direct the NEC in gaining Baton's 24/7 to protect our members Health & Safety due to the escalating levels of violence and incidents in the prison estate including the Private Sector, Open Estate and YJB.

#### **SUDBURY**

**6/18** That Conference instruct the NEC to negotiate with HMPPS to make Personal Protection Strategies annual mandatory training for operational Support Grades due to carrying out night duties as part of the staffing compliment of establishments. Also to amend PSO 1600 to reflect appropriately.

#### **LEEDS**

**29/12** That the NEC organise at a national level a C&R planned removal and riot demonstration for MPs. Ideally targeting those MPs over the age of 65. Then cascade out to all branches to invite their local MP to see a local demonstration of a cell removal.

#### **HOLME HOUSE**

### **CUFFS/RESTRAINTS**

**59/15** Conference instructs the NEC to pursue the introduction of a protective wrist band for use with wrist rest restraints as commonly used by Escorting Services in the Private Sector.

#### **BIRMINGHAM**

## **SECTION 9**

### **MISCELLANEOUS**

**42/14** The NEC should seek a guarantee from NOMS that statutory Respiratory Protective Equipment training must not be dropped due to staff shortages – regimes must be curtailed to maintain this statutory training.

**HOLME HOUSE**

## **SECTION 10**

### **UNIFORM**

**28/18** That Conference instruct the NEC to enter into dialogue with employers to ensure all operational Governors/Managers wear uniform whilst on duty, to ensure they are identified as an operational member of staff.

#### **PORTLAND**

**26/16** That the NEC open talks with NOMS into providing operational grades with a uniform which is fit for purpose and is suitable for the operational environment in which they work.

#### **BULLINGDON**

**50/14** Uniform ordering reverts back to the points system to enable staff to replenish uniform items they need. This would reduce overall costs and ensure wastage is kept to a minimum.

#### **LIVERPOOL**

### **STAVES/BATONS**

**28/17** Due to the increase of Violence in Prisons we as a branch ask Conference to mandate the NEC to reinforce our right for Health and Safety and pursue with NOMS that extendable batons are to be issued in the open estate as part of staff's daily equipment.

#### **SUDBURY**

**33/14** That Conference mandate the NEC to resist the removal of the extendable batons from any staff subject to TUPE to a private provider.

Furthermore, Conference authorise the Executive to pursue any and all legal redress in pursuit of this policy.

#### **NORTHUMBERLAND**

**49/14** That Conference instructs the NEC to work with NOMS to review and amend the policy to allow batons to be carried in the open estate due to the rise in risk of assault against staff.

#### **GRENDON**

**65/12** That prison officers working in the open estate and in particular at Thorn Cross be issued with batons.

#### **THORN CROSS**

## **PERSONAL PROTECTIVE EQUIPMENT**

**4/18** Conference instructs the NEC to negotiate with all employers for the introduction of “Spit Hoods” similar to those used by 17 of the UK’s police forces.

**COOKHAM WOOD**

**18/18** That Conference instruct our NEC to negotiate with the MoJ and HMPPS that the uniform grade are issued stab vests to wear when on prisoner escorting duties or bedwatches.

**HINDLEY**

**7/15** Conference instructs the NEC to ensure the provision of all Personal Protection Equipment contained within PSO’s, PSI’s, Health and Safety legislation and instructions to NOMS, to all workers in Private Sector Prisons and Contracted Services.

**BIRMINGHAM**

**48/15** Conference accept that POA members Health and Safety is currently being placed at risk during planned interventions when dealing with violent offenders. Conference mandate the NEC to engage with NOMS and other employers to introduce the use of Tasers or suitable alternatives to minimise the risk of injury to our members in these situations.

**NEC**

**49/15** In light of the unacceptable increase in assaults upon our members and the increased use of legal high narcotics and prisoners under the influence of alcohol that the NEC demand each prison has a central store of pepper spray that where appropriate can be deployed and used by trained officers to subdue prisoners prior to a C&R intervention.

**HOLME HOUSE**

### **PSO 1600**

**27/16** That the NEC receives assurances from NOMS that PSO 1600 over-rides the guidance on use of force from Woman’s Policy Group. Furthermore, NOMS instruct the managers of all Female Establishments to follow the instructions contained in PSO 1600.

**LOW NEWTON**

## **MISCELLANEOUS**

**57/15** All civilian staff who work in prison establishments should wear an identifying item of uniform.

**LIVERPOOL**

## **SECTION 11**

### **HEALTH & SAFETY**

**13/19** Conference recognises for the POA to be effective in Health and Safety it needs more than just a strong membership within the workplace, it needs a robust Health and Safety Structure throughout the Union.

Therefore, Conference authorises the NEC to increase the Health and Safety Consultative Committee to two members responsible for each area.

It will be the responsibility of the Area NEC Rep along with the Chair of the H&S Whitley Committee to appoint from those candidates who express an interest in the post.

The appointment is to be for 5 years after which the position will be re advertised within area.

The minimum requirement for this position would be the TUC Diploma in Health and Safety or equivalent.

A Health and Safety Circular to be introduced for action by the Union's Health and Safety Reps.

**NEC**

**18/19** That Conference instruct the NEC to pursue Governing Governors through the Courts when a breach of Health and Safety Legislation has occurred in accordance with the Unions Rules and Constitution.

**WYMOTT**

**12/18** That Conference instruct the NEC to demand that all members receive the protection they are entitled to under Legislation including, but not limited to, the Health and Safety at Work Act.

**FULL SUTTON**

**13/18** That Conference demands that HMPPS and other employers where POA members work commission an urgent Independent Inquiry into the short, medium and long term effects of all forms of NPS and any recommendations be acted on without delay to protect the Health and Safety of our members.

**LOW NEWTON**

**17/18** Conference instruct the NEC to obtain assurances from employers that POA H&S Reps are trained to at least a recognised industry level of a Diploma in all aspects of Health & Safety to secure a more realistic base level for our members.

**SUDBURY**

**19/18** That Conference instructs the NEC to engage with employers to ensure that the Industrial Injuries Disablement Benefit forms (I1DB) is available with the workplace Accident Books, to provide members with immediate access to the form should they wish to register the incident and in doing so enhance the employers' Duty of Care to their staff.

**COOKHAM WOOD**

**6/14** That NOMS provide complete access to RIVO for all accredited POA Health and Safety Representatives so that they can carry out the functions of a Health and Safety Representative as per the Safety Representatives and Safety Committees Regulations 1977.

**BULLINGDON**

### **MOBILE PHONE SIGNAL BLOCKING**

**63/13** For the NEC to press NOMS to supply all establishments with mobile phone blockers, thereby ending the corrupt trafficking of mobile phones into prisons and their use in all establishments.

**SEND**

**64/13** For the NEC to press NOMS to divert the money and staff hours saved by making the use of mobile phones in establishments impossible to combat the trade and use of illicit drugs in all establishments.

**SEND**

### **OCCUPATIONAL HEALTH**

**71/19** That Conference condemn HMPPS for its continued failure to adequately address the ever increasing issue of mental health being suffered by staff which is directly linked to the HMPPS failure to follow its own procedures as outlined in PSI 01/2017.

Further to this the NEC to enter into urgent discussion with HMPPS, using all means possible, to ensure that properly trained mental health professionals are appointed at every Region/establishment to properly monitor and directly address the issues to staff mental health.

**BEDFORD**

**44/18** That Conference instruct the NEC to negotiate an 'After Care Service' funded by the employer which is available to all HMPPS employees in regards to any health issue/s which has resulted in their dismissal on medical inefficiency and which on-going therapy is required.

**CARDIFF**

**34/17** That Conference condemn as unfit for purpose occupational health provision provided to our members, and Conference mandates the NEC to achieve through negotiation a fit for purpose scheme that provides full and effective ongoing occupational health services to officers with both physical and mental health injuries.

**HOLME HOUSE**

### **SICK/STRESS**

**25/18** That Conference instruct the NEC to challenge HMPPS and other employers and specifically Occupational Health Services whereby a designated Occupational Health Practitioner can discard a sick leave note prescription proffered by a POA members GP or Specialist. This to be challenged legally if necessary.

**STYAL**

### **VIOLENCE/ASSAULTS/CONCERTED INDISCIPLINE**

**9a/19** That 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 recognise 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.

**NEC**

**62/19** That Conference instructs the NEC to address with the employer the issue that assaults on staff, including 'potting' and 'spitting' are no longer considered to be serious assaults.

**HEWELL**

**6A/18** Was Emergency Motion 1

In February 2018, following an incident we became aware that there is no clear policy in place to move prisoners to protect the health and safety of members and Governors have the right to simply refuse due to population pressures.

Therefore, Conference instruct the NEC to negotiate with HMPPS to agree a policy that facilitates the movement of problematic prisoners from one establishment to another in order to reinforce good order and discipline within the establishment.

**LIVERPOOL**

**14/17** That this Union is to pursue the Policy that if any Penal worker is assaulted by a Prisoner while carrying out the execution of their duties on behalf of the Public and subsequently convicted at Court, that they should receive a consecutive sentence rather than a concurrent sentence to any other convictions. If that person is serving a Life sentence or on Licence recall then when granted release it should be added past their release date and not served alongside.

**HULL**

**16/17** That Conference mandates the NEC to demand from NOMS an immediate enquiry into all of the acts of concerted indiscipline across the estate and to publish its findings.

**NOTTINGHAM**

**16a/17** That Conference mandates the NEC to investigate with NOMS, the cost to date of all the repairs required in establishments following acts of concerted indiscipline and to publish its findings.

**NOTTINGHAM**

**18/17** That Conference instructs the NEC to negotiate with organisations operating prisons where POA members are employed to seek a resolution where all prisoners committing acts of violence are then subject to mandatory drug testing within 48 hours of the violent act and that a positive inference should be drawn where refusals to provide a sample occur in line with current MDT policies, and that resources should be increased above current total staffing levels to accommodate this. Further, that this data should form part of all local and national violence statistics including, but not restricted to the violence diagnostic tool and national safer custody statistics plus any equivalent reporting formats in Scotland and Northern Ireland.

**WORMWOOD SCRUBS**

**22/16** With violence in prisons now at an unacceptable recorded level, this NEC demand from NOMS an independent review of the assaults on staff and prisoners and seek to urgently address this issue as a result of the findings.

**NOTTINGHAM**

**12/13** In order to protect the health and safety of staff and prisoners, this Conference mandates the NEC to negotiate with the Prison Service to have all ceramic items removed from the possession of prisoners. This should be undertaken due to the increasing number and gravity of assaults on staff and prisoners.

**NOTTINGHAM**

## **PROGRESSING CHARGES**

**75/14** The NEC conduct a national investigation into the numbers of knife crime incidents against members and prisoners and the findings are then passed to the Crown Prosecution Services to decide if there are pending prosecutions, as per NOMS, POA and Government policy on zero tolerance towards violence.

Furthermore, the NEC should gain information on how many incidents have been downgraded to a lesser offence by establishments around the country, thus finding a way to disguise the true levels of violent crimes in our prisons against staff and prisoners.

**LIVERPOOL**

## **CANTEEN SALES**

**50/16** That the NEC negotiates with NOMS to ensure a complete roll out of the biometric prisoner canteen application system throughout the prison estate.

**HEWELL CLOSED (BLAKENHURST)**

**81/15** The NEC approach NOMS to stop food being sold in prison canteens that require cooking in establishments that have no personal cooking facilities for prisoners.

**WANDSWORTH**

## **IMMIGRATION CENTRES**

**82/14** Conference mandates the NEC to appropriately challenge NOMS as to why detention centres are only permitted to use contracted escorting services to transfer out disruptive detainees, the current practice frequently jeopardises the safety of the centre and staff.

**MORTON HALL**

## **MISCELLANEOUS**

**6/15** Conference instructs the NEC to affirm its commitment to the Health and Safety of all workers in the Public Sector Prisons, Private Prisons and Contracted Services by insisting on the provision of inoculations and boosters for Tetanus and Hepatitis provided by the employer at the place of work or as close as is reasonably practical.

**BIRMINGHAM**

**89/14** The NEC seeks a policy from NOMS that would see the removal or restriction on sex offenders being allowed to purchase or have in possession local newspaper.

**ALBANY**

**9/13** That the NEC engages with NOMS to encourage the use of sustainable development and the use of greener energy supplies and technology.

**BULLINGDON**

## **SECTION 12**

### **HEALTHCARE**

**16/19** Conference instruct the NEC to engage with HMPPS and ensure that all healthcare providers are required to offer medical assistance to all staff whilst at work as part of their contract and not just prisoners.

#### **LIVERPOOL**

**47/17** Conference instructs the NEC to seek from NOMS, the proper oversight of healthcare provision and the adherence to the terms of any contract signed with a third party who provide such services, with special regard to agreed third party staffing levels to deliver these services.

#### **WYMOTT**

## **SECTION 13**

### **NPS**

**17/19** That the POA mandates the employer to provide a health check policy following any PS incident involving staff feeling unwell due to exposure.

**WYMOTT**

**17a/19** Following the publication of HMPPS Policy on voluntary testing of staff, Conference instructs the POA to fund testing into members exposure levels to all airborne chemicals and contaminants resulting from the use of NPS within our Jails.

**WYMOTT**

**60/19** To reduce violence and the known threat of 'spice' to staff, the NEC are instructed by Conference to seek a legislation change in regards to searching Rule 39 correspondence to prisoners.

**THE VERNE**

**64/19** To reduce violence and the threat of spice, the NEC negotiate that all prisoners are returned into prison clothing until such time this huge problem is under control.

**THE VERNE**

**14/18** Conference instruct the NEC to demand that all employers where POA members work implement a strategy to eradicate NPS from the workplace and protect our members from the harmful effects of this substance.

If the Employer has not done this by August 1st 2018, the NEC are to take whatever action they see fit.

**DARTMOOR**

**15/18** Conference accepts that any member of staff who is exposed to NPS, appears to be, or is suspected to be affected by NPS, be given access to a voluntary drug test at the expense of the employer. This test must include the latest available information which is currently being used to test for NPS.

**WYMOTT**

**16/18** All POA Branch Committees approach their local H&S Leads and demand statistics identifying the number of prison staff from 2015-2018 affected by PS. This information will then be sent to the NEC who will present these findings to the Employer, the Justice Select Committee and various Media Outlets.

**DARTMOOR**

**15/17** That the Prison Service return passive drug dogs into every Category B, C and D establishment for daily use following the rise in NPS.

**NOTTINGHAM**

**23/16** Due to the increased levels of violence, bullying, NPS/Drug use & illicit mobile phones; that the POA negotiate sufficient profiled staff in all types of establishments that the POA membership are present within, to ensure that daily cell & area checks are completed thoroughly. Further that routine cell searching is resourced so that every cell/accommodation room is searched fully within a minimum three month period on a repeating basis.

**NEC**

## **SECTION 14**

### **RACE RELATIONS & EQUAL OPPORTUNITIES**

**71/15** That all POA buildings and offices comply with the Equalities Act 2010 for access for people with any disability.

**WANDSWORTH**

## **SECTION 15**

### **DISCIPLINARY & GRIEVANCE PROCEDURE**

**84/19** That Conference instructs the NEC to seek a change to the current grievance procedure to ensure each stage of the grievance is heard independently.

**WHATTON**

**26/18** That Conference mandates the NEC to challenge HMPPS over the use of 'Halsbury's Law' balance of probability in PSI 06/2010.

**HEWELL**

**29/18** Conference accepts that when an allegation relating to any form of misconduct by a Band six or above is lodged and in order to restore faith in PSI 06-2010 and maintain transparency, all alleged misconduct at band six or above is investigated and actioned by an appropriate external Civil Service Manager.

**THE VERNE**

**30/16** That conference mandate the NEC to seek an amendment to PSI 6/2010 and any other disciplinary policy which affects POA members to ensure that when the Police take no further action following any incident involving staff that any investigation/disciplinary under these policies are stopped.

**DURHAM**

**31/16** That the NEC negotiate changes to PSI 6/2010 where "mandatory instructions" are only being considered advisory guidelines.

**HEWELL CLOSED (BLAKENHURST)**

**35/14** That the POA reminds NOMS that the key principles of PSO 8550 Staff Grievance are mandatory and are not discretionary, and as a result of Governors actions, Conference instructs the NEC to negotiate a new PSO with NOMS to prevent the procedures not being fit for purpose.

**ELMLEY**

### **INDEPENDENCE OF THE PROCESS**

**34/16** The NEC negotiate with NOMS to secure an independent appeal process against any dismissal. The appeal authority must not be part to the appellant's line management structure and must not be part of the dismissing manager's line management structure.

**HOLME HOUSE**

## **RECORDING HEARINGS AND APPEALS**

**31/18** Conference instruct the NEC to negotiate with HMPPS to provide each POA Branch a 'Pace Recording Facility' for their use to ensure a true record of investigation hearings and appeals.

**STYAL**

## **MANAGEMENT OF ATTENDANCE 8404**

**26/15** That Conference mandates the NEC to stop the disgraceful abuse of sickness procedures, which in some instances is tantamount to bullying. If "support" meetings are required, they should be to a national standard, in line with the PSO on managing attendance.

**WYMOTT**

## **SECTION 16**

### **PENAL INQUIRY**

**61/14** That Conference accept that the role of the Prison Officer and all operational grades, including the remuneration package as a whole has fallen behind other civil servants and professionals from the public and private sector due to the Government austerity measures and constant drive for efficiency savings.

Therefore, the POA call on the Government to set up a Royal Commission to look at Prisons, their role within the Criminal Justice System and society as a whole.

**NEC**

### **PENAL POLICY**

**60/15** Conference instructs the NEC to seek through NOMS and to seek through legal advice, the right to have a blood sample from persons with infectious diseases who assault other persons and infect them through the deliberate transfer of body fluids. Conference further instructs the NEC to also pursue the right to free access to medical information on the persons who assault and infect other persons in such a manner.

**BIRMINGHAM**

**4/12** This Branch ask Conference to instruct the NEC to obtain a firm definition from the UK Governments what constitutes a frontline service and seeks legal advice as to where we fit in.

**DUMFRIES**

**39/12** The branch calls upon Conference to fully embrace the 1952 Prison Act notably that, every prison officer whilst acting as such has all the Powers of a Constable (Prisons Act 1952 15 & 16 geo 6 and Eliz 2 section 8).

**STOCKEN**

### **GOVERNOR AUTONOMY**

**27/18** That Conference instruct the NEC to negotiate with HMPPS to protect the Band 4 Supervising Officer rank and not leave this up to Governors who have autonomy.

**HINDLEY**

**8A/17** That Conference give the Autonomy/Reform Pilot Prison Branch Committees the immediate authority to engage with the Executive Governors on local issues that have a direct impact on the membership of the Autonomy Pilot Prisons. However, issues that remain part of National Prison Officer terms and conditions remain within the NEC remit.

**HOLME HOUSE**

**10/17** Conference mandates the NEC to resist any plans to transform single or groups of current state controlled establishments into separate independent legal entities and in doing so actively resists any attempts to remove members current status as civil servants.  
**HOLME HOUSE**

### **FACILITIES AGREEMENTS**

**80/18** Conference support a process that brings a restructure to the National Disputes Committee to include the Local Branch Official's attendance within meetings regarding their dispute/disputes.  
**SUDBURY**

**80/17** That Conference instructs the NEC to negotiate with NOMS to have a full time local rep on site due to ever increasing demands and levels of violence in the prison estate.  
**LIVERPOOL**

**88/15** That Conference mandate the NEC to re-negotiate the dispute process. It, in the opinion of the Elmley branch is not fit for purpose.  
**ELMLEY**

### **FALSE AND MALICIOUS**

**46/14** The NEC canvas NOMS to introduce a disciplinary charge against prisoners for false and vexatious allegations against staff. This charge, if proven, should carry additional days.  
**LIVERPOOL**

### **ADJUDICATIONS**

**54/15** The NEC approach NOMS to review all adjudication punishments, reflecting on rising violence and gang related incidents.  
**WANDSWORTH**

### **CATEGORISATON**

**66/19** Conference to accept that the Open Estate is just as important as other categories of prisons and requires recognition and deliberation when implementing polices.  
**SUDBURY**

**35/12** That NOMS should introduce a framework for the categorisation of Detainees in line with the prison estate to ensure Staff and Detainee Health and Safety is not jeopardised.

**MORTON HALL**

**35A/12** The NEC seek that all IRCs be immediately re risk assessed and all SSOW are reviewed once a categorisation of detainees has been established to ensure safe working conditions for all.

**MORTON HALL**

### **FITNESS TESTS**

**81/19** Conference reaffirm the Unions policy to scrap the annual staff fitness test as it is not fit for purpose.

**LIVERPOOL**

**35/17** That the NEC negotiate with NOMS with regards to the abolition of the Prison Officer Grade fitness test.

**HEWELL CLOSED**

### **SUICIDE/SELF HARM**

**59/13** That Conference demands that NOMS safer custody group produce clear unequivocal guidance for the management of those prisoners that are deemed to be manipulating or abusing the ACCT process.

**SWALESIDE**

**60/13** That Conference mandates all local branch committees to request that their Governors conduct a review of the local safer custody procedures with a view to include protocols on the effective management of those prisoners deemed to be manipulating or abusing the ACCT process.

**SWALESIDE**

### **CLUSTERING**

**22/13** That this conference is given assurance by the NEC that they are committed to conference motion 14/2010, and will not deviate from the motion or the response given by the NEC at that time. The motion was “that this NEC ensures that if any prisons are clustered the committee (branches) of those prisons involved will, if requested by them, remain as individual committees (branches) and not become one branch”.

**ALBANY**

## **SECTION 17**

### **PRISONER POPULATION/OVERCROWDING**

**33/13** That the NEC liaise with NOMS and ensure that all prisons operate to their CNA and eliminate overcrowding before any more closures are considered.

**CHELMSFORD**

### **CONTRACTING OUT**

**32/14** If NOMS attempt to use a private company to deliver public sector work agreed within the Memorandum of Understanding then this Union will unite and give NOMS a twenty eight day notice period of withdrawal from the document.

**SWALESIDE**

### **MARKET TESTING**

**24/15** That Conference mandates the NEC to enter into negotiations with NOMS that when the public sector wins a contract they are on equivalent contract terms in relation to the length of contract in line with the private sector. This will enable the public sector to have the ability to forecast long term, and also provide long term job security for those staff affected by the process.

**MORTON HALL**

**27/13** That the NEC ascertain from NOMS as to why public sector prisons are subsidising private companies like G4S, by not billing the escort services for late arrivals post cut off time at receiving establishment cost, this should be challenged as a breach of contract.

**CHELMSFORD**

**28/13** We ask that Conference instructs the NEC to enter into negotiation with NOMS to ensure that when a private companies bid for contracts an average of the financial penalties imposed for breaking previous contracts are factored into their bids.

**MORTON HALL**

**72/12** That this Union re-affirm the policy of engagement with the Market Test/Competition process.

**MOORLAND**

**74/12** We call for the NEC to form a Market Test strategy group utilising experiences staff from prisons with the aim of providing advice and guidance for our members to win a future Market Test.

**HOLME HOUSE**

## **PRIVATE SECTOR**

**57/19** Conference accept that RMPs have had a positive impact on the Health and Safety of POA members and that this positive impact must be also afforded to our members in the private estate, Conference instruct the NEC to seek the roll out of RMPs in the private estate.

**SUDBURY**

**21/18** That Conference instruct the NEC to challenge HMPPS and the Government to review the awarding of and existing Prison Service related contracts in order to establish that they are providing value for tax-payers money, whilst maintaining service standards.

**HEWELL**

**15/16** That the NEC challenge NOMS and the Government to review the awarding of Prison Service related contracts to private companies in order to establish that they are providing value for taxpayers money and maintenance of standards of service.

**HEWELL CLOSED (BLAKENHURST)**

## **MUTUAL AID**

**68/12** That the NEC look at the Mutual Aid Agreement with regard to public sector prisons responding to disturbances and providing other support in privately run prisons, to ascertain which are provided at nil cost.

**CHELMSFORD**

## **COURT ESCORTS**

**20/17** That Conference instructs the NEC to negotiate with NOMS that all establishments have their own cellular vehicle to be paid for out of national budget and not local

**LIVERPOOL**

## **TRADE UNION RIGHTS**

### **62C/18 was Emergency Motion 4**

That this Conference mandate the NEC to ballot our OSG colleagues to form a strategy which could ultimately include strike action, this to secure the best pay deal possible for this group of the POA membership. The ballot to comply with current TULCRA legislation.

**NEC**

**92/15** Conference instructs the NEC to engage with NOMS and see those staff who had Private Sector Service and transferred to the Public Sector under TUPE, be given Long Service and Good Conduct Awards as all staff were entitled to in the Public Sector.

**BIRMINGHAM**

## **SECTION 18**

### **SPECIAL HOSPITALS & SECURE ENVIRONMENTS**

**22/19** Conference accepts that the staffing levels in our secure hospitals need to be increased due to the levels of violence and workloads.

**RAMPTON**

**23/19** In light of the recent announcement by the Prime Minister that the NHS budget is to be increased, Conference mandate the NEC to enter into urgent negotiations with the Health Minister to secure additional funding to increase the local budget and staffing levels in all our secure hospitals.

**RAMPTON**

**96a/17** Following, the breakdown of industrial relations at Merseycare NHS Foundation Trust between the local POA and Management, a number of internal investigations occurred which resulted in claims being pursued through ACAS and Employment Tribunals. The outcome of the recent tribunals exonerated those members. Therefore, Conference directs the NEC to lobby for an independent enquiry into the circumstances surrounding these issues and waste of tax payer's money estimated to approximately £250.000.

**ASHWORTH**

**65a/13** Conference applauds the work of the NEC and other unions in achieving a seat on the NHS Staff Side Council as observer status. However, Conference directs the NEC to pursue this matter with vigour until the POA are granted full seat status.

**NEC**