



The Professional Trade Union for Prison  
Correctional, Public and Private and Mental Health  
Trust Services Providers and Immigration Services

# POA Annual Conference 2026

## Report Backs

**FIGHTING TOGETHER**  
**WINNING TOGETHER**



# REPORT BACKS 2025

## **RULES AND CONSTITUTION**

- 4** Request a change to the Rules and Constitution to increase committee size from

Rule 20.2(c) 3 to 5 other Committee Members

To

Rule 20.2(c) 3 to 7 other Committee Members.

*The terms of this motion have been incorporated.*

- 6** Amend Rule 21.2b from

Functions Rule 21.2 The National Committee for Secure Health Care Services will:

(a) recommend the manner in which members of the Union employed in Secure Health Care Units further their aims, objectives and professional aspirations;

(b) be responsible for the organisation of all members in Secure Health Care Units; and

(c) liaise with and support members in all Secure Health Care Units.

to

Functions Rule 21.2 The National Committee for Secure Health Care Services will:

(a) recommend the manner in which members of the Union employed in Secure Health Care Units further their aims, objectives and professional aspirations;

(b) be responsible for the organisation of all members in Secure Health Care Units and prison health settings; and

(c) liaise with and support members in all Secure Health Care Units

*The terms of this motion have been incorporated.*

## **SECURITY AND CUSTODY**

- 7** For the NEC to condemn the employer for the lack of effective preventative measures in place to combat illegal drone activity within the custodial environment.

*Ongoing.*

*A number of meetings have taken place in relation to drone activity and the lack of preventative measures currently in place.*

*The global threat from drones continues and often strays into national security domains. Drones also pose an escalating global threat to prison security, with evidence of their use for serious conveyance, surveillance, and increasingly sophisticated attacks across the world. The main challenges remain, specifically the availability, low cost and rapidly evolving capabilities of drones.*

*HMPPS are continuing their work with colleagues across MoJ, Home Office, MoD, Law Enforcement and Industry to provide solutions to the scourge of drones. HMPPS carry out regular targeted activity using a range of tools and tactics designed to disrupt the organised criminal networks behind drones. They are working closely with law enforcement and other agencies to tackle the lucrative illicit economy in prisons fuelled by drones. The Director General of the National Crime Agency has – for the first time – written to all Police Chief Constables to direct them to work with HMPPS to focus on the threat from criminal drone incursions.*

*HMPPS provided evidence to support the most recent Spending review bid totalling almost £175m in physical countermeasures, technological countermeasures, drone taskforce, and dog and DST support, of which £145m alone is for physical improvements including wires, netting, windows and bespoke physical measures. This follows the trial of wires to prevent drone ingress this year.*

*A dedicated team has been set up and they are focussed on technological countermeasures. There are some companies that suggest that they can combat the incursion of drones in prisons, but HMPPS believe there is not one current single system that can do this. They are continuing to work with the most intelligent partners in this space to find technological solutions that will support a layered approach of physical, technological and personnel countermeasures and have conducted rigorous testing with such partners in a prison setting.*

- 8** Conference condemn the failure of HMPPS in the their lack of achievements in stopping “drones” delivering illegal items into our workplaces, these are destabilising the safety of prisons and placing further risk to an already violent and chaotic workplaces for our members to work in.

The POA seek urgent action from the employer to make prisons safer.

*Please see above.*

- 10** That all category A, B and C prisons are fitted with electronic counter measure systems to prevent drones from flying into prisons in any weather.

*As outlined above, a dedicated team has been established and they will focus on technological countermeasures. HMPPS will continue to work with the most intelligent partners in this space to find technological solutions that will support a layered approach of physical, technological and personnel countermeasures and have conducted rigorous testing with such partners in a prison setting. The LTHSE will be priority in any future work followed by the rest of the estate.*

- 11** That all category A, B and C prisons are fitted with suitable robust netting to prevent the flow of illegal items being delivered to prisoners in HM Prisons by drones. This to be completed ASAP.

*Ongoing.*

*HMPPS report that their ambition remains that adequate physical security is introduced to prevent the delivery of items to prisoners by drones. They have worked hard with wider HMPPS and MoJ to secure funding for physical countermeasures to be installed and they are testing various options in a number of sites as well as evaluating their effectiveness. They will continue to provide the most appropriate support as and when funding becomes available focussing in our most vulnerable prisons.*

- 13** Conference mandates the NEC to engage with the employer to provide a fully funded crime in prisons lead, within each establishment.

*Ongoing.*

*Some establishments have had success and now have a dedicated lead. Other establishments are sharing a CIP lead that the PGD office has provided funding for. If any branch would like assistance with their SFC please contact your area NEC representative.*

*At the very least each prison should have a named contact lead – often a Governor or CM in either security or safer custody.*

*HMPPS have dedicated area 'crime in prisons' co-ordinators. If any committee needs the contact details for their area co-ordinator please just ask. They want to meet you as branch officials and want to work with you to improve how crime in prisons is managed.*

- 15** Conference instructs the NEC to negotiate with HMPPS for all band 3,4,5s, in the Open Estate to be issued with Pava and Batons whilst performing their duties.

*Ongoing.*

### *PAVA*

*The proposal to issue PAVA to all Bands 3, 4, and 5 working in the open estate was previously considered at a Senior Operational Leadership Team (SOLT) meeting in May 2025. At that time, a detailed paper was presented alongside verbal discussion, and the decision was made not to implement a rollout at the time.*

*From Jan 2022 up to 31<sup>st</sup> Dec 2024 there had been 521 Use of Force incidents reported across the open adult male estate with two incidents of PAVA drawn and/or drawn and discharged from 2020 to 2024 inclusive. It was agreed that the position would be reviewed again to allow for further analysis and consideration of operational need and risk, particularly in light of the changes to criteria for prisoners to be recategorized to the open estate.*

*The current statistics from Jan 2020 up to and including 31<sup>st</sup> October 2025 evidence that there has now been a total of six incidents reported across the open estate involving PAVA. On two of these occasions PAVA was drawn and discharged and on four occasions PAVA was drawn but not discharged.*

*A further consideration of the ongoing position is due imminently.*

### *Batons*

*From Jan 2022 up to and including the end of October 2025 across the entire adult estate there were 991 recorded use of force incidents where batons were drawn and used and 2753 incidents where batons were drawn but not used. Seven of these were reported from the Open estate, one where a baton was drawn and used and six occasions with a baton being drawn but not used. Again, the position will be further reviewed in 2026, and a decision is imminent.*

- 16** Conference mandates the NEC to engage and lobby the employer to provide additional resources into the Open Estate by way of Dedicated Search Team.

*Ongoing.*

*We will continue to push for the additional resource throughout the estate to achieve this.*

- 17** Conference mandates the NEC to engage and lobby the employer to provide additional resources into the Open Estate by way of Dedicated Security Team.

*Ongoing.*

*We will continue to push for the additional resource throughout the estate to achieve this.*

- 19** Conference instructs the NEC to negotiate with HMPPS for all band 2s in the Open Estate to be issued with Pava whilst performing their duties.

*Ongoing.*

*This was discussed at the meeting referenced above in report back 15. Band 2 staff were not included in the scope of the proposal, as the focus was on general adult male Open estate rollout, with specific grades not discussed due to the decision being made not to progress a rollout at the time. However, when reviewing incident data, all reported incidents across the adult male estate were considered, regardless of the grade of staff involved, to ensure a comprehensive understanding of risk and operational impact.*

- 20** With the introduction of TPRS and the reduction of the custodial part of the sentence, prisoners are being moved to open conditions before they are suitable. Please lobby HMPPS for full C&R Advance Teams to be implemented in the Open Estate.

*HMPPS bases Tornado targets on the Target Staffing Forecast and Actual Staffing position that each prison has of operational staff Bands 3-5. Prisons that have below 80 Band 3-5 operational staff do not have a set target as to deploy a full unit/half unit to other prisons would have a disproportionate impact on them. There are exceptions and amendments to this based of local factors and prisons that have chronic staffing issues.*

*Open prisons typically have the lowest numbers of operational staff which is what results in few open prisons having a Tornado target (Usk/Prescoed and Grendon/Springhill do as a joint target and Hollesley Bay also has a target).*

*Tornado resources are designed to be deployed to other prisons when authorised by the Gold Commander. Training staff in open prisons would not aid the stability of such sites as they can only be deployed as such on the authority of the Gold Commander. Our records of Tornado deployments go back to 2014 - we have not deployed Tornado staff to any Open prison since these records began. We will continue to monitor this position.*

*However, operational staff in all open prisons can be trained in Tornado tactics and can be counted on the target numbers of neighbouring prisons within their region.*

- 24** Conference mandate the NEC to enter into discussions with HMPPS to gain more realistic financial support package when a prison service dog retires.

*HMPPS does not provide financial support for retired service dogs. However, recently they implemented a scheme where all retiring HMPPS dogs receive a medal and a blanket in recognition of their service and achievements. They also celebrate retirements through the annual Dog Trials held at Newbold Revel.*

*They have previously explored offering a vaccination for life package for HMPPS dogs that had served more than five years but due to certain restrictions from providers it prevented implementation.*

*Handlers and re-homers are signposted to external charities such as Tired Paws and the National Foundation for Retired Service Animals (NFRSA), both of which provide financial assistance for veterinary and medical costs. NFRSA currently offers up to 90% cover on veterinary bills, and as announced at HMP Belmarsh on the 25<sup>th</sup> November 2025, Agria Pet Insurance has launched a new initiative to insure all retired service dogs affiliated with NFRSA.*

- 26** Conference instructs the NEC to engage with HMPPS to determine that Fitness Trackers are allowed into establishments for staff.

*The Policy Framework - Managing Conveyance of Unauthorised and Illicit Items for Closed Prisons is the authority on wearable items such as Whoop Bands (fitness tracker). This Policy Framework provides at paragraph 4.3.7 that 'Wearable technology (fitness trackers and smartwatches) is prohibited in prisons and all applications for wearable technology must be agreed locally prior to a central authorisation submission and not over-ride any local rules. Existing and future authorisations are to be reviewed after twelve months of issue.'*

*The Crime and Security Act 2010 212 Paragraph (c) amends section 40D of the Prison Act 1952 to create a new offence of possession, without authorisation, of a device capable of transmitting or receiving images, sounds or information by electronic communications in a prison. This includes mobile telephones as well as other devices which are capable of accessing the internet or are otherwise capable of sending or receiving data. The new offence will also extend to the possession of any component part or article designed or adapted for use with such a device, such as a SIM card or a charger for a mobile telephone.*

*HMPPS have been trialling the “Whoop Band” fitness tracker as a potential option to be permitted for staff use in prisons. Whoop bands are covered under the “wearable” technology banner which is currently prohibited in prisons.*

*Fitbits and similar wearables, which are worn like a wristwatch, have sensors which can monitor heart rate, count calories and measure steps and distance walked. As such they have achieved widespread popularity, becoming commonplace for tracking fitness and health metrics.*

*HMPPS took the decision to ban such items, including FitBits and Smartwatches following concerns raised by LTHSE and Corruption colleagues due to an increased number of finds during cell searches of the devices. There was also concerns within HMPPS around fitness trackers because of the growing capability of them and the difficulty faced by prison staff in determining what capabilities were present in the various models available. It can be almost impossible to determine which type may be acceptable to be worn inside a prison and which are not. This type of technology has continued to develop at a rapid pace with many options now having the ability to act independently as a mobile phone.*

*The Whoop Band is a potentially viable alternative that both supports staff in their ability to track fitness and the associated health benefits whilst also being easily to identifiable as a permitted device.*

*Image below for reference:*



*The Whoop Band fitness tracker has since been trialled for use by staff, in a controlled manner, through individual approval by the Governors at HMP New Hall and HMP Full Sutton.*

*Where approved, the staff member has responsibility for showing the gate staff the device and approval form upon entry into the prison. Assurance checks at both sites have demonstrated this process to be followed and others not to seek to wear other devices that haven't been approved. A recent security audit that took place during the trial indicated that no breaches or additional risks had been found during the audit period and both sites have reported no unintended consequences or security impact during the trial period.*

*As a result, it has been agreed that the trial continues and engagement will continue, with a view to permitting these specific fitness trackers in an updated version of the Managing Conveyance of Unauthorised and Illicit Items (Closed Prisons) Policy Framework. Where Governors deem the Whoop Bands not suitable for their prison and local risks, it will remain within their power not to support local use.*

**103** For Conference to mandate the NEC to engage with the employer to renegotiate Annex B of the existing Crime in Prison Referral Agreement between HMPPS, National Police Chief's Council and the Crown Prosecution Service; to recognise that assaults on HMPPS operational staff fall within the Assaults on Emergency Workers (Offences) Act 2018 and as such, that assaults that cause little or no injury are to be handled under this act and should be investigated by the police and considered for prosecution unless directed otherwise by the victim of the assault.

*This remains ongoing at present with further meetings due to be scheduled.*

## HEALTH AND SAFETY

- 12** That the banning of vaping in prisons (for staff) is treated as a national issue, against a local one.

*Ongoing.*

- 28** Conference instructs the NEC to challenge HMPPS on their adherence and interpretation of the 2019 Health and Safety protocol.

*Ongoing.*

- 30** Conference mandates the NEC to engage and lobby the employer to provide additional resources to the effected establishments in line with the fire safety project due to the collapse of ISG, the necessary and critical fire safety work has been put on a temporary halt with no additional resources put in place until the fire safety work recommences.

*Achieved - Letter from Cohen Lewis, Deputy Director Health and Safety, Litigation, Estates and Safety Group stated that the failure of ISG extended the delivery timelines of the respective Fire Safety Improvement (FSI) projects requiring that domestic smoke detectors (DSD) are deployed as mitigation for longer than was previously planned. To help support prisons with the prolonged reliance on DSDs, HMPPS have agreed additional resources from our FM providers to support the routine testing of DSD without detriment to existing operational or FM delivery.*

*The Prisons affected were Bullingdon, Coldingley, Risley, Durham, Lancaster Farms, Sudbury, Swaleside, The Mount and Wymott.*

- 32** That the NEC engage with HMPPS to discuss the Roll out of Utility Vests as standard issue PPE.

*Achieved. In addition to Utility Vests which can be requested in circumstances where a medical condition exists a new Utility Top will be rolled out as part of the new Uniform Contract. The utility top is constructed from two types of material, a thicker top panel to ensure it is robust enough for the wearer to carry mandated equipment and a thinner more breathable lower section, to ensure comfort. (Annex A, 10/10/25).*

- 34** That the NEC engage with HMPPS to agree and roll out soft uniform inline with other Public Services.

*Achieved. Soft Uniform will be rolled out. The contract has been agreed by HMPPS. A number of trials have taken place, and a number of concerns raised which included colour and resistance to extremely high temperatures. Once addressed Soft Uniform will be rolled out.*

- 39** That Conference accepts that we are almost back at pre pandemic levels of violence/chaos and disorder, and that we collectively condemn HMPPS for their failure to recognise the lessons learned from the pandemic and incorporate these lessons into prison regimes. In 2020 the POA warned the employer that unless we learned the lessons from the data available during the pandemic, that we would be back at pre pandemic levels of violence chaos and disorder in 2024/25. That is now unfortunately the position.

*Ongoing.*

- 69** Conference mandates the NEC to request and negotiate with HMPPS for HMPPS to provide a dedicated budget for wellbeing in establishments additional to the Governor's budget.

*Ongoing.*

## **EQUALITIES**

- 35** That Conference instructs the NEC to negotiate a policy for breastfeeding mothers returning to work following maternity leave.

*Currently there is no Policy for breastfeeding mothers as both the MoJ and HMPPS believe there should be guidance only. The POA have made it clear that as this is a statutory requirement a Policy is required. It has been agreed that the POA will be fully consulted on any Policy prior to it being written and consultation occurring.*

## **HR**

- 43** Conference condemns the failed experiment that was the band 4 diploma in the youth estate.

*This was duly condemned and the Band 4 Diploma is subject to review.*

- 44** The NEC discuss with HMPPS to extend the rigid limits on return to work and light duties beyond 3 months.

*On-going engagement.*

- 45** For the NEC to negotiate with the employer to allow the option of 39 and 41 hour contracts for Operational Support Grades.

*This is subject to ongoing consultation.*

- 46** For the NEC to negotiate with the employer to increase the length of Statutory Parental Bereavement Leave to **12 weeks full pay from 2 weeks statutory pay.**

*The implementation of the ERA 2025 is currently being finalised by HR and will be in place for 2026 any shortfall will continue to be negotiated for on behalf of members.*

- 48** For the NEC to negotiate with the employer to increase Parental Leave (up to a maximum of 6 weeks).

*The implementation of the ERA 2025 is currently being finalised by HR and will be in place for 2026 any shortfall will continue to be negotiated for members.*

- 49** Conference accept that the processes which are designed to address completely unacceptable behaviour by managers highlighted by our members is not fit for purpose, and that too often unacceptable behaviour by a manager is simply overlooked/ignored or covered up. Conference recognises that the report produced by Jennifer Rademaker commissioned by senior leaders over 18 months ago has been on the desk of senior leaders for over a year, we hypothesise that some of the content must be unpalatable, that the report simply highlights issues we are already aware of, that some managers bully and victimise some of our members, conference calls on HMPPS to publish the report in its entirety and get on and deal with the report recommendations.

*Partially completed. The Report cannot be published in its entirety due to the need to preserve confidentiality of those who gave evidence which will include members. The NEC is pursuing the recommendations with vigour on behalf of all members of the POA.*

- 53** Conference instructs the NEC to meet with the employer and seek to add a paragraph to section 6 PSI 6/10 to ensure when any member of staff is suspended, they are submitted for monthly mental health referrals specifically relating to their suspension and the impact suspension is having on their health.

*This has been put to HMPPS and discussions are on-going.*

- 54** Conference directs the NEC to inform the employer that use of the teams recording function in relation to disciplinary hearings ceases with immediate effect. All interviews and transcripts should be carried out as per PSI 6/2010 to ensure they present an accurate reflection of what was said at every stage of the process.

*The NEC has informed the Employer of this and currently there is consultation with the POA regarding the need to have face to face meetings in relation to disciplinary meetings rather than by Teams; however, there will be circumstances where Teams is preferable for the Employee and technologically this can occur depending on preference.*

- 55** Conference mandates the POA NEC to engage with the Employer for HMPPS to cease using Microsoft Teams and Digital recording devices such as Dictaphone's to conduct disciplinary and grievance hearing(s) as the quality of audio and transcription which does not provide an accurate verbatim transcript of the hearing, placing our members at detriment due to the fact that important information can be missed which is vital in any subsequent appeal(s) or hearings.

*This has been responded to by HMPPS as part of the Rademaker changes and is ongoing.*

- 56** Conference instructs the NEC to negotiate with employer to mandate the use of PACE machines.

*This has been responded to by HMPPS as part of the Rademaker changes and is ongoing.*

- 58** Conference instructs the NEC to negotiate with HMPPS to mandate that all Conduct and Discipline Hearings should be in person and not virtual.

*The majority of these are in person unless the individual chooses otherwise.*

- 60** Conference mandates the POA NEC to engage with the Employer to ensure that HR Caseworkers are versed and are sufficiently trained in HMPPS policies when advising decision managers to prevent managers from making ill-informed and ill-advised decisions.

*Completed as this has been raised and there has been a review of HR caseworkers all of whom have been trained and there are arrangements in place for ongoing training.*

- 61** The NEC negotiate with HMPPS to get the attendance Management Policy's trigger points extended for operational staff, so that it reflects the physical and mental demands of the job.

*The POA will continue to lobby for this, but this is not agreed due to the fact that the employer's view is that different grades cannot be treated differently. The use of managerial discretion is a mechanism to take this into account and has been highlighted to Governors.*

- 63** Conference mandate the NEC to approach HMPPS to remove the necessity of core competence being submitted for individuals that have been temporary promoted for a period of six months or more.

This would only be in their home establishment.

*Ongoing, guidance has been put out on temporary promotion and advancement.*

- 64** The NEC requests HMPPS to conduct a full and comprehensive review of the recruitment process for operational prison staff. The review should aim to address the limitations of the online recruitment process and incorporate face to face interaction to get a better assessment of a candidates interpersonal skills, resilience and suitability for the demands of the job.

*HMPPS have undertaken a review but in terms of face-to-face interaction this is ongoing.*

- 65** Conference mandates the NEC to request and negotiate with HMPPS, for new entry prison officer training to be reviewed to ensure the completed training is fit for purpose.

*HMPPS have reviewed training and are periodically tweaking this and this is ongoing.*

- 66** Conference instructs the NEC to negotiate with HMPPS for a total review of recruitment, training and promotion assessments within HMPPS.

*HMPPS have reviewed recruitment and training and promotion assessments.*

- 67** To mandate that the NEC instruct HMPPS to invest in its workforce and return to training sessions for staff and not E-Learning, which is not fit for purpose. There is no requirement from E-Learning to prove that staff have completed and understood the subject. It is a tick box test at the end that can be taken as many times as needed to get over the pass mark of 80%.

*The NEC have constantly challenged E-learning and HMPPS are of the view that there needs to be a mixed approach to learning.*

- 68** To mandate that the NEC instruct HMPPS to invest in its workforce and roll out IPD (Individual Professional Development) sessions to Band 2 OSG's who are routinely exposed to inappropriate language and behaviour during the monitoring of pin phones, and who must view violence against staff and prisoners repeatedly whilst monitoring CCTV and Body Worn Camera footage.

*Ongoing there are six counselling sessions available by way of self-referral if more is required managerial approval is required.*

- 70** For Conference to recognise the employers lack of respect, reward and recognition given to employees on reaching key milestones in long service. Conference mandate the NEC to engage with the employer to improve reward and recognition provided by the employer for long serving members.

*Ongoing.*

- 82** To instruct the NEC to negotiate with the employer to bring annual leave in line with other Civil Service departments. Other Civil Service departments enjoy the benefit of an additional 5 days leave after completion of 5 years, as opposed to 10 years within the Prison Service.

*Ongoing.*

- 83** Conference mandate the NEC to engage with the relevant agencies to ensure that pensions and lump sums due to staff, either retiring or semi-retiring, are paid within 14 days of the retiral or semi- retiral date. At present the service being provided is unacceptable.

*Events have overtaken this motion with the TUPE transfer of My CSP to Capita which has left members unable to access their pensions at all. Concerns were raised by POA and the other Civil Service Trade Unions prior to the transfer on the basis of both their past poor record of administering pensions and the election promise to in-source contracted out services. The Cabinet Office as the Employer stated that they were unable to do this on the basis that the tender had already been processed. The current position is shocking where members are having to wait for both pension forecasts and for their pensions to be paid. The POA on your behalf has raised this at the highest possible level and this will be ongoing until this is resolved.*

## **TDD**

- 22** Conference instructs the NEC to negotiate with HMPPS to increase the Staffing compliment in the Open Estate due to the changing nature of the estate after the recent sentencing review.

*Ongoing.*

- 40** This Conference mandates the NEC to oppose the Clustering/merging of Prisons where it is at the detriment of our members.

*Ongoing.*

- 62** That Conference instruct the NEC to insist upon HMPPS that any shift patterns produced by the Centre for establishments MUST comply with the guidance on red hours in the Finance Manual.

*The sentiment of this motion has been conveyed to the employer however the mechanics of implementation rely on establishing rules as to how red hours will be distributed. This is ongoing through a nights review that is looking at the redistribution of unsocial hours across ranks and how financial compensation will be provided.*

**73** Conference instructs the NEC to reiterate its already communicated position to the employer that we do not accept that safe staffing levels can be set through staffing ratios. That the NEC inform the employer that we do not agree with the workforce delivery model because it is simply a repeat of the failed benchmarking process, and we remind the employer that staffing ratios were removed through the introduction of the regime management plan under section 9.

*As part of the WDM talks the team from the initial meeting have pointed out past failures based on simple ratios and the huge damage caused by the original benchmark that still impacts on sites to date.*

*The constant across all WDM meetings is that this cannot simply be benchmark version two and staffing levels must be agreed in line with risk assessment, physical layout and a policy compliant RMP.*

**74** That Conference accepts that any attempt to increase the non-effective by moving existing resources from the profile to the non-effective is nothing more than smoke and mirrors and contrary to the stated position of this Union. The current non-effective is funded separately from the profile and given as 20% of the TSF/PSF it incorporates annual leave sickness and training and whilst woefully inadequate to meet current needs it is nonetheless separately funded.

Conference accepts that the stated NEC position to only profile to 20% is the only way to secure any future real increase in the non-effective, further Conference accepts that any staffing shortfalls are addressed by correct management of the RMP not sleight of hand.

*The POA have engaged with HMPPS and requested new funding for non-effectives.*

*HMPPS counter proposed that key work time be reduced to achieve an uplift in non-effective. The POA do not accept this and talks continue.*

**75** Conference to condemn the employer for the waste of public funds and time they spent to date on the SANEO project.

*Employer condemned regarding the SANEO Project in the 2026/2027 POA submission to the PSPRB.*

## **MENTAL HEALTH CARE SERVICES**

- 76** We ask Conference and the NEC to support Mersey Care Branch to campaign and negotiate with the Mersey Care NHS Trust equivalent terms and conditions for those members on Bank Contracts (zero hours), with our members on substantive contracts.

*Ongoing.*

- 77** We ask Conference and the NEC to support Mersey Care Branch to campaign and negotiate with the Mersey Care NHS Trust to agree secure hospital lead pay is index linked.

*Ongoing.*

## **PAY**

- 80** For the NEC to negotiate with the employer a pay increment scale similar to Band 3 and Band 5 with respect to the Band 4 role as this currently does not exist.

*This is to be included in next year's PRB submission.*

## **MATTERS AFFECTING THE UNION**

- 86** That Linden House is renamed Simpson House in memory of Joe Simpson previous Deputy General Secretary.

*Achieved, the process was more complicated than initially thought but the process was completed on the 20<sup>th</sup> March 2026. A ceremony is being arranged for 6<sup>th</sup> May 2026.*

- 87** To add immigration services into the POA tag line. To read The Professional Trade Union for Prison Correctional, Public and Private Mental Health Trust Services Providers and Immigration Services.

*The terms of this motion have been incorporated.*

**89** The POA update the criteria for a young member from the current age of 30 to the age of 35 in line with the rest of the trade union movement.

*Achieved, POA Circular 54/2025 was promulgated for expressions of interest and a new Committee has now been appointed considering the new criteria.*

**91** For the NEC to develop a communications strategy, with the aim of sending key messaging and information in a digital format throughout the year to branch committees: to share as directed by the NEC in the workplace, on social media platforms and with local media if appropriate.

*That this has been achieved. The number of Members accessing our various social media platforms is at an all time high. We have also engaged the services of Unity Consulting, a media consultancy company, to ensure that we stay current and focused, on emerging trends.*

**99** Conference mandates the POA NEC to engage with the employer and to mandate the National Disputes Committee to provide POA Branch Official(s) who's establishments have an official dispute registered with ER Disputes Team, with an officially documented update on any, progress made, areas agreed and what was discussed on their dispute, to ensure that an up to date and reflective engagement log is maintained to assist with future discussions.

*A written report is provided for every National Disputes Meeting this report is provided to NEC members for them to share with their affected branches.*

## **PARLIAMENTARY**

**105** Conference instructs the NEC to challenge Government policy, that was enacted after the 2017 Taylor report, to close all Young Offender

*At 2 meetings with David Lammy the case has been made but as yet there is no formal response back.*

**106** Conference instructs the NEC to lobby Government to repeal the law that allows charities to run custodial and secure settings.

*At 2 meetings with David Lammy the case has been made but as yet there is no formal response back.*

**Additional Report Back Update on Honorary Life Members;**

**This is a follow up on Motion 71/23**

That Conference agree a review of the criteria for HLM is overdue as we see increases year on year to the highest award that can be given to any individual in the POA. Conference therefore agrees to a review led by the National Chair, Scottish Chair, Area Chair Northern Ireland, General Secretary and one HLM with a policy outcome to be considered by Annual Conference 2024.

**Also Motion 6/24**

Conference accept Conference Paper 1 in respect of the granting of Honorary Life Membership.

*The Committee have now met on this issue, although we are over the time for reporting back, we will be in a position for Conference 2027 to bring the outcome and any Rule changes if necessary for endorsement by Conference.*