



POA Annual Conference 2019 - 80th Anniversary

Conference Paper 2

Dignity & Safety at Work

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Conference accepts that for the POA to balance its income and expenditure whilst facing up to the challenges post Conference 2019, an increase in subscriptions is vital.

This years' accounts demonstrate that the Unions income and expenditure balance and due to the vigilance and decision making of the Finance Committee there is a slight surplus of income over expenditure.

The reality is going forward we have potential liabilities of over one million pounds in respect of outstanding legal cases alone should we lose them.

Legislation

The POA has been shackled by the anti-trade union legislation since 1994 and despite applications to the ILO the restrictions of the CJ&POA still remain in place. We will continue to fight and campaign for the restoration of our trade union rights and return to the ILO as part of the campaign process.

We continue to press for collective bargaining on pay and an improved industrial relations procedural agreement.

Austerity

As a result of the Government's austerity cuts in 2010 the POA membership declined considerably, due to VED's and a moratorium on recruitment. These savage cuts impacted on all public sector unions but the Executive avoided compulsory redundancy's and managed to keep the books balanced through good house-keeping, not replacing staff when they left or retired and efficiency savings within key expenditure including moving national officials who were employed to a defined pension contribution scheme, instead of a defined benefit scheme.

Information Technology

Our IT systems were outdated and long overdue an overhaul, so the Executive had to go out to tender and invest in new technology to make our systems fit for the future and improve communications with members whilst upgrading our membership database system. This work is ongoing with most of the work due to be completed by May 2020.

Trades Dispute Fund

The trade disputes would also benefit from this uplift, rather than bringing another follow on motion to 71 of 2018 this fund will continue to grow and be available for the membership to utilise. To this end 30 pence of the £2 will go into this fund.

The Union must be financially stable, if we are to be fit for the future and offer the support to our membership.

Training

The numbers of new local officials and need to equip committee members with the necessary skills to engage with local management to effect change is vital. We need to ensure our local Health & Safety Representatives have the support and training to deal with their workplaces and whilst this is partially delivered through the TUC, in house training is required.

All training has cost implications, but these are critical to the core work of the trade union.

The solution

The NEC ask Conference to support a £2 per month levy for three years to ensure the union is financially stable. This is to commence in June 2019 for 36 months and this money will be ring fenced for the issues identified in the paper. At the end of the 36 months subscriptions will return to the rate prior to Conference 2019.

