



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

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POA Circular 018/2019

Action		Information	
England/Wales	<input type="checkbox"/>	England/Wales	<input checked="" type="checkbox"/>
Scotland	<input type="checkbox"/>	Scotland	<input checked="" type="checkbox"/>
Northern Ireland	<input type="checkbox"/>	Northern Ireland	<input checked="" type="checkbox"/>
Special Hospitals	<input type="checkbox"/>	Special Hospitals	<input checked="" type="checkbox"/>
Private Sector	<input type="checkbox"/>	Private Sector	<input checked="" type="checkbox"/>
IRC	<input type="checkbox"/>	IRC	<input checked="" type="checkbox"/>

13th March 2019

Dear Colleagues

NEC MINUTES

Please find attached NEC minutes for the 21st and 27th February 2019, for your information.

Yours sincerely

STEVE GILLAN
General Secretary

ENCLOSURE

NEC MEETING

27th FEBRUARY 2019



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

Minutes of the meeting held via Video Conferencing on 27th February 2019

CONTENTS

Trade Union Duties

1. Apologies
2. NEC minutes of previous meeting
3. Matters Arising
4. Action Points
5. Finance/Legal Report Back
6. Disputes Update
7. Written Reports
8. Prison Population variances
9. HMIP Reports
10. Additional Funding for UN's, PIP, Special Measures and IRPs
11. Staff Performance Terms of Reference
12. Freedom of Information Act Request
13. Joint Unions in Prisons Alliance
14. Crime in Prisons Working Group
15. Annual Conference Motion Appeals
16. YCS Offer
17. Conduct and Discipline

PRESENT

Mark Fairhurst	National Chair	(Linden)
Steve Gillan	General Secretary (pm only)	(Cronin)
Dave Todd	National Vice Chair	(Linden)
Joe Simpson	Deputy General Secretary	(Cronin)
Andy Baxter	National Executive Committee	(Linden)
Jackie Marshall	National Executive Committee	(Linden)
Terry McCarthy	National Executive Committee	(Linden)
Sarah Rigby	National Executive Committee	(Linden)

FULL TIME OFFICER

Mick Pimblett	Assistant Secretary	(Cronin)
Glyn Travis	Assistant Secretary (minutes)	(Cronin)

NEC MEETING

27th FEBRUARY 2019



TRADE UNION DUTIES

ITEM 1 APOLOGIES FOR ABSENCE:
Steve Gillan (am only) – TUC
Ian Carson – Annual Leave
Dave Cook – Annual Leave

ITEM 2 NEC MINUTES OF PREVIOUS MEETING:
13th February 2019
The NEC discussed the minutes and it was proposed;

“To accept the minutes as a true record”.

This was seconded and Carried.

Action: Minutes to be signed and promulgated.

21st February 2019
Defer to next NEC Minutes

Action: place on next NEC Meeting meeting.

ITEM 3 MATTERS ARISING:
13th February 2019
Bedford JR and proposal to issue a PAPL (pre action protocol letter) was fully discussed.

Action: Letter to Thompsons to discontinue.

ITEM 4 ACTION POINTS:
The NEC were updated on the progress of all the action points and the report was accepted.

ITEM 5 FINANCE/LEGAL REPORT BACK:

Finance

The Acting Finance Officer set out the balances of the Union;

GENERAL FUND CURRENT – UNITY £ 509,827.34

RELIEF FUND RESERVE £ 8,979.63

POLITICAL FUND £ 39,193.92

DEPOSIT ACCOUNT £ 113,888.00

The Acting Finance Officer gave a full update on membership.

Meltwater

The NEC were updated on the written proposals and it was subject to a debate and it was proposed;

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27th FEBRUARY 2019



“To reject the proposal at this time and review in June”.

This was seconded and Carried.

Action: Letter to Provider.

Action: Letter to IT Provider.

Annual Leave for Additional Hours Worked

The NEC discussed the Annex A, NTS and draft Circular.

It was proposed;

“To accept the NTS, respond to the Annex and circulate draft Circular”.

Action: Annex A to be responded to.

Action: Send out Draft Circular.

Action: NTS accepted.

Mary Glindon MP and Charley Allan gave a full presentation on the Parliamentary Briefing.

The Executive discussed the work of Charley and his group and recognised this was invaluable in progressing policy and submitting Parliamentary Questions and FOI's.

Mary set out the problems of bringing about change without involvement of Treasury in this parliament.

The reported levels of violence and actions of Government are still high on the Parliamentary Group aims.

Mary raised the issue of the rally in March and said this will be a great platform for the union.

Several questions were put to Mary;

1. Estate Transformation Report
2. PAVA
3. PPE and Safety
4. Pensions compensation
5. Government Privatisation Policy
6. PSO 1600 and PSI 6/10

The Parliamentary Group will discuss the questions and formulate an action plan.

The NEC were updated on the Alcohol Charter and support the POA Offer.

Mary closed by outlining her work and visits to prisons and the work POA members do every day for society.

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27th FEBRUARY 2019



ITEM 6 DISPUTES UPDATE:

The report from the Disputes Committee was accepted.

The disputes at Belmarsh in respect of OMiC, the MoU 2013 and band 4 protections fully discussed by the Executive.

The NTRG dispute over staffing was discussed and concerns raised by the NEC. The dispute hasn't been put to Disputes Committee to date.

The disputes over OMiC in the female estate was fully discussed. The local SFC's and disputes are being ruled out by the PGD this is being challenged by the NEC member who leads on OMiC.

ITEM 7 WRITTEN REPORTS:

None

ITEM 8 PRISON POPULATION VARIANCES:

The NEC discussed the latest data on prison population;

England & Wales	82,525	(-24)
Northern Ireland	1,492	(3)
Scotland	8,020	(77)

ITEM 9 HMIP REPORTS:

HMP Durham

The report was discussed by the NEC.

HMP Maidstone

The report was discussed by the NEC.

The NEC raised concerns over the moving of body scanners from prison to prison.

ITEM 10 ADDITIONAL FUNDING FOR UNS, PIP, SPECIAL MEASURES AND IRPS:

The correspondence from HMPPS on additional funding was discussed.

Action: Further letter to HMPPS reference Bedford.

ITEM 11 STAFF PERFORMANCE TERMS OF REFERENCE:

The policy from HMPPS to evaluate staff performance was discussed. This was issued in January 2019 by HMPPS.

Action: Letter to HMPPS setting out T&C's protection.

ITEM 12 FREEDOM OF INFORMATION ACT REQUEST:

The FOI report and reply was discussed, this is part of a wider H&S Agenda and Strategy.

NEC MEETING

27th FEBRUARY 2019



ITEM 13 JOINT UNION IN PRISONS ALLIANCE:

The NEC discussed the work of the group and draft survey.

Action: *DGS to attend next meeting.*

It was proposed;

"To ratify survey".

This was seconded and Carried.

Action: *NC to advice committee of POA support*

ITEM 14 CRIME IN PRISONS WORKING GROUP:

The minutes of the latest meeting were discussed.

ITEM 15 ANNUAL CONFERENCE MOTION APPEALS:

Feltham - 1

The appeal of Feltham was considered and it was proposed;

"To support the Standing Orders Committee decision and reject".

This was seconded and Carried.

Feltham - 2

The appeal of Feltham was considered and it was proposed;

"To support the Standing Orders Committee decision and reject".

This was seconded and Carried.

Feltham - 3

The appeal of Feltham was considered and it was proposed;

"To support the Standing Orders Committee decision and reject".

This was seconded and Carried.

Whitemoor

The appeal of Whitemoor was considered and it was proposed;

"To accept".

This was seconded and Carried.

Hewell

The motion from Hewell was fully discussed by the NEC and it was proposed;

NEC MEETING

27th FEBRUARY 2019



"To support the Standing Orders Committee decision and reject".

This was seconded and Carried.

Action: *Letters informing branches.*

ITEM 16 YCS OFFER:

The NEC proposed;

"To ballot the affected members on the offer commencing the 11th March to 24th of March inclusive."

This was seconded and Carried.

Action: *Ballot to be organised.*

Action: *Letter to HMPPS on process.*

ITEM 17 CONDUCT AND DISCIPLINE:

The NEC discussed the contents of the provisional paper and it suggested, all proposed changes be collated for the working group and a meeting set up with Lawyers before engaging with HMPPS.


.....
National Chairman


.....
General Secretary

13th March 2019
.....
date

13th March 2019
.....
date

GT/NH/27.02.19

SPECIAL NEC MEETING

21st FEBRUARY 2019



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

Minutes of the meeting held via Video Conferencing on 21st February 2019

CONTENTS

1. Apologies
2. Engagement and Disciplinary Procedures

PRESENT

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FULL TIME OFFICER

Glyn Travis	Assistant Secretary (minutes)	(Linden)
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SPECIAL NEC MEETING

21st FEBRUARY 2019



ITEM 1 APOLOGIES FOR ABSENCE:

None.

ITEM 2 ENGAGEMENT AND DISCIPLINARY PROCEDURES:

The NEC discussed the provisions of POA Circular 5 and 6 of 2019.

A full and frank debate took place and it was proposed;

“That the NEC suspend POA Circulars 5 and 6 of 2019 to allow engagement at local and national level”.

This was seconded and Carried.

Action: POA Circular to members.

The NEC were informed of a situation that had arisen at HMP Liverpool which was subject to local discussions between Management and the POA Committee.

ITEM 3 INCIDENT AT HMP LIVERPOOL:

The National Chair advised the Executive of the current situation at HMP Liverpool and engagement he had had with Employee Relations.

The NEC considered the report back and suggestions that draft proposals needed to be sent to the Local Committee to provide assurances that their health and safety and that of prisoners was maintained.

The NEC had a full and frank debate on the draft proposals to be submitted to HMPPS as part of resolving the current issues at HMP Liverpool. A number of suggestions was put forward to amend the draft proposals. The final proposals were sent to the Local Committee at HMP Liverpool who engaged with Local Management and agreed a settlement.

The Chair advised the NEC that HMP Liverpool were returning to work having accepted the proposals from the NEC and agreed these with the Local Management.

The NEC received a copy of the local NTS issued at HMP Liverpool on the use of force and this was discussed.

The General Secretary gave an update to the NEC on the actions of Liverpool branch under the provisions of Health and Safety at Work Act, which was accepted by the Executive.

The General Secretary updated the NEC on the proposals of HMPPS to issue a pre-action protocol letter over the actions of staff at HMP Liverpool.

SPECIAL NEC MEETING

21st FEBRUARY 2019



Following the discussions today the NEC agreed that they needed to engage with HMPPS and seek changes to PSI 6/10 and PSO 1600 as a priority to ensure the health and safety of members and prisoners was protected at all times.

Mark Gatt
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National Chairman

13TH MARCH 2019
.....
date

[Signature]
.....
General Secretary

13TH MARCH 2019
.....
date

GT/NH/21.02.19