



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

National Chair: Mark Fairhurst
General Secretary: Steve Gillan

Headquarters:
Cronin House
245 Church St.
Edmonton
London N9 9HW
t. 020 8803 0255
f. 020 8803 1761
e. general@poauk.org.uk
w. www.poauk.org.uk

North Regional Office
1 Linden House
Sardinia St.
Leeds
LS10 1BH

t. 01132 428833
f. 01132 429075
e. adminnro@poauk.org.uk

Northern Ireland
Castell House
116 Ballywalter Rd.
Millisle Co Down
BT22 2HS

t. 02891 861928
f. 02891 861839
e. adminni@poauk.org.uk

Scotland
21 Calder Rd.
Edinburgh
Scotland
EH11 3 PF

t. 0131 443 8105
f. 0131 444 0657
e. adminscot@poauk.org.uk

POA Circular 114/2019

Action		Information	
England/Wales	<input checked="" 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 checked="" type="checkbox"/>	IRC	<input checked="" type="checkbox"/>

13th November 2019

Dear Colleagues

STAFFING SEGREGATION UNITS

Please find attached a letter from Richard Vince to Alan Scott & Michelle Jarmin-Howe reference the staffing of Segregation units. The letter is a result of POA circular 137/2017 where the NEC directed branches to enter into dispute if the Segregation units within their sites were staffed by B2s on nights, this a legacy of the failed concept of "Benchmarking". This has resulted positively in B2s being replaced with B3s as per the policy.

If any branch currently still has B2s in their Segregation units then please use this letter and raise a dispute.

Your sincerely

DAVE TODD
National Vice Chair

ENCLOSURE



HM Prison & Probation Service

Alan Scott
Executive Director, PSP North

Michelle Jarman-Howe
Executive Director, PSP South

Sent via Email

Date: 8 August 2019

Dear both

Use of B2 SSO grades in Segregation Units

We spoke recently following my discussion with Phil to resolve a number of outstanding disputes concerning the use of B2 SSO grades in segregation units. It is agreed that the technical wording in PSO 1700 Segregation defines that segregation units should be staffed by an 'Officer' grade due to the potentially complex nature of that environment. Therefore, we will need to ensure that we comply with the policy.

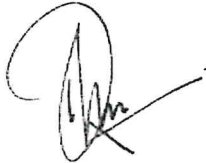
However, I am also aware that there are a number of establishments, primarily in the South, deploying B2 SSO's during Patrol and Night states within their segregation units and this will require some potential remedial work with these establishments to ensure compliance.

I recognise that there are circumstances during night state, in particular where staffing could be depleted, for example in the event of an urgent emergency escort, and this policy is quite inflexible in its instruction. That said, I would reasonably expect that common sense would be used and that this instruction should not be necessarily taken as rigidly in an exceptional circumstance and for limited periods whilst staffing to remedy any shortfall is found.

We will need to ensure that this is reflected in policy, which is currently under review. I have requested that the policyholder for PSO1700 includes in the revised instructions a suitably worded paragraph that is reflective of the operating environment, and capture this and other issues appropriately.

Governors should ensure engagement with their local committees to ensure that joint working is achieved whilst this work is carried out to ensure the safety of staff and those in our care.

Yours sincerely

A handwritten signature in black ink, appearing to be 'R. Vince', with a large loop at the start and a long horizontal stroke extending to the right.

RICHARD VINCE
EXECUTIVE DIRECTOR
LONG TERM AND HIGH SECURITY ESTATE