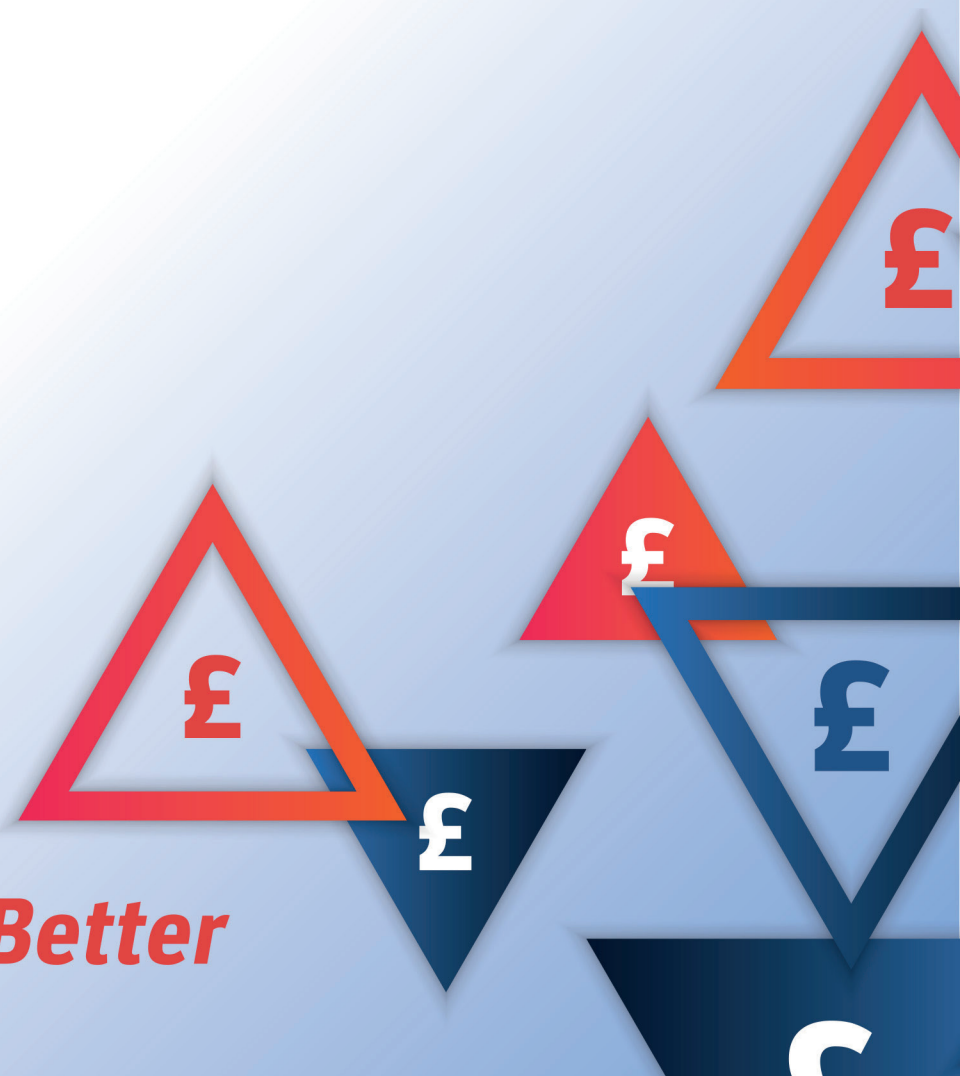




POA Annual Conference 2023

Agenda



We Deserve *Better*

Order of Business

Tuesday 9th May

Registration
Standing Orders Report
Election of Scrutineers and Tellers
Appeals to Annual Conference
Adoption of Standing Orders Report
Welcome Speech by The Worshipful the Mayor of Eastbourne –Councillor Pat Rodohan
Minute Silence – Deceased Members
National Chair's Opening Address
Finance Officer's Report
Annual Conference of the Welfare Committee and Welfare Fund Report
Annual Conference Motions
Guest Speaker: Steve Reed, Shadow Prisons Minister
Annual Conference Motions

Note: The adoption of the Annual Report 2022 will be placed before Conference at an appropriate time.

Wednesday 10th May

Registration
Annual Conference Motions
Guest Speaker: Rachael Maskell, MP for York Central
Annual Conference Motions
Guest Speaker: Paul Nowak, TUC General Secretary
Annual Conference Motions
Fraternal Address: Southern Ireland POA
Annual Conference Motions
Presentations: Cronin Clasps Awardees
Annual Conference Motions

Note: The Prisons Minister will address Conference at an appropriate time.

Note: Hope not Hate Panel will address Conference at an appropriate time.

Thursday 19th May

Registration
Annual Conference Motions
Fraternal Address: Honorary Life Member
Annual Conference Motions
Guest Speaker: Amy Rees , CEO HMPPS
Annual Conference Motions
National Chair's Closing Address
General Secretary to Close of Annual Conference 2023

REPORT OF STANDING ORDERS COMMITTEE 2023

The Standing Orders Committee makes the following recommendations to Conference in regard to rules of procedure and the order of business of Conference.

The Committee recommends that the Conference should sit as follows:

Tuesday	09:30 – 17.00
Wednesday	09:00 – 17.00
Thursday	09:00 – Close

STANDING ORDERS

Conference will determine the principles and policies of the Union, except where these Rules provide differently. (Rule 12.4).

Rule 12.5

The only motions to be discussed at Conference are those proposed by a Branch:

- (a) after having been passed at a duly convened meeting of the Branch; and
- (b) submitted to the General Secretary at least 3 months before the Conference is due to commence unless the National Executive Committee agrees a shorter period; and
- (c) in writing, signed and certified on the approved Annual (and Special) Conference Motion Standard Form by the Branch Chairman or Secretary, that it has been passed at a duly convened meeting of the Branch.

Rule 12.7

- (c) No delegate should attend Annual or Special Conference without a mandate from their branch following a branch meeting to vote on any matters to be determined by Conference. No delegate should draw any travel or subsistence from the union to attend Annual or Special Conference unless they are mandated by their branch to fully represent their member's interests.
- (d) No delegate may speak or vote in contravention of his/her branch mandate, unless they are the mover of the motion following a request to withdraw the motion.
- (e) Where any Conference motion that has been placed on the agenda which cannot be heard due to the proposing branch not being present and where their absence is legitimate. The Chair will seek conferences permission for the motion to be considered as formally moved.

Rule 12.8

Conference will adopt the standing orders proposed by the National Executive Committee subject to any amendments Conference agrees.

Rule 12.9

The Chairman of Conference:

- (a) will be the Chairman, or the Vice Chair;
- (b) will not speak for or against any motion;
- (c) will not vote unless there would otherwise be an equal number of votes on each side, when the Chair will have a casting vote;
- (d) may make rulings on procedure or points of order which are binding unless challenged;
- (e) may exclude any delegate who causes a disturbance and refuses to obey a ruling which is not challenged or is upheld until that delegate makes a suitable apology;
- (f) may allow invited guests to address Annual Conference

Rule 12.10

A ruling by the Conference Chairman may only be challenged by a motion, supported by at least 10 Branches, that "the Chair vacates the Chair". Such a motion requires a two-thirds majority of those voting to be passed, in which event the Chair's ruling will be reversed, however the Chair will continue to preside.

Rule 12.11

Unless the Conference Chair agrees otherwise:

- (a) the mover of a motion may speak for not more than 5 minutes;
- (b) no other delegate may speak for more than 3 minutes;
- (c) the mover may reply to the debate for not more than 5 minutes;
- (d) no other delegate may speak more than once on any motion.

Rule 12.12

Points of order must relate to:

- (a) an alleged infringement of these Rules, standing orders or general custom and practice in the conduct of the debate or in the content of any speech; or
- (b) an allegation that the content of a speech is irrelevant, abusive, offensive, discriminatory or unlawful;
- (c) The content of the speech is misleading.

Rule 12.13

Voting on all motions at Conference will be by a show of voting cards (one per branch), but a card vote based on branch membership may be demanded by at least 10 branches, this to include any appeals of motions to Conference. Votes from branches in favour, opposed and abstaining will be called for by the Chair in both voting card and card votes on all Conference motions.

Rule 12.14

Once a motion has been disposed of, it may not be considered again at that Conference unless Conference agrees otherwise by a two thirds majority.

Rule 12.17

Any questions to be raised at Annual Conference, concerning those audited accounts must be submitted to the Finance Department in writing at least 14 days before the start of Annual Conference.

The procedure for dealing with the disposal of items submitted to the Standing Orders Committee shall be in accordance with Conference Paper 1/2015 (ACM 3-2015).

STANDING ORDERS COMMITTEE

DAVE TODD - CHAIR

MICK PIMBLETT - SECRETARY

DAVE COOK - NEC

TERRY McCARTHY - NEC

JIM McCABE - VICE CHAIR SCOTLAND

SCRUTINEERS & TELLERS

STEWART McLAUGHLIN

NIALL McINTOSH

WENDY PRICE

PHIL TUCK

BEN McINTYRE

<h1 style="text-align: center;">MOTION</h1>	<p style="text-align: center;"><i>NEC SPEAKER</i></p>	<p style="text-align: center;"><i>NEC RECOMMENDATION</i></p>
<h2>RULES AND CONSTITUTION</h2>		
<p>1</p> <p>That Rule 8.6 is reworded from.</p> <p>Rule 8.6 Retired members are eligible for membership of the retired members section within one month of their final retirement date.</p> <p>To</p> <p>Rule 8.6 Retired members are eligible for membership of the retired members section on their final retirement date.</p> <p>NEC</p>		
<p>2</p> <p>In light of the new electronic system now available at Conference. The following Rule</p> <p>Rule 12.13 Voting on all motions at Conference will be by a show of voting cards (one per branch), but a card vote based on branch membership may be demanded by at least 10 branches, this to include any appeals of motions to Conference. Votes from branches in favour, opposed and abstaining will be called for by the Chair in both voting card and card votes on all Conference motions.</p> <p>Is changed to;</p> <p>Rule 12.3 Voting on all motions at Conference will be digital and should be for how many members each branch has. This to include any appeals of motions to Conference. Votes from branches in favour, opposed and abstaining will be called for by the Chair on all Conference motions.</p> <p>DURHAM</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION

**NEC
SPEAKER**

**NEC
RECOMMENDATION**

3

CHANGE RULE 23 FROM

RULE 23 NORTHERN IRELAND AREA COMMITTEE

Membership

Rule 23.1 The Union will have a Northern Ireland Area Committee comprising:

- (a) an Area Chair (Northern Ireland);
- (b) an Area Vice-Chair (Northern Ireland);
- (c) an Area Secretary (Northern Ireland); and
- (d) the Branch Secretaries of each penal or secure establishment and Special Hospital (if any) in Northern Ireland.

Functions

Rule 23.2 The Northern Ireland Area Committee will protect and promote the interest of the members in Northern Ireland, including (but not limited to):

- (a) appointing its own Treasurer;
- (b) co-operating in advancing the national policy of the Union;
- (c) maintaining permanent contact with the National Executive Committee through the Area Secretary.
- (d) assisting the National Executive Committee and General Secretary in carrying out the Rules and objects of the Union;
- (e) fulfilling the requirements of Rule 23 and administering and safeguarding all Northern Ireland Area Committee finance;
- (f) keeping written attendance records of the names of the members present at each meeting of the Northern Ireland Area Committee;
- (g) keeping written minutes of all resolutions passed by the Northern Ireland Area Committee;
- (h) sending copies (signed by the Area Chair or Area Secretary) of those attendance records and minutes to the General Secretary on request; and
- (i) furnishing any returns of information required from time to time by the General Secretary or Finance Department.

(cont.)

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION

**NEC
SPEAKER**

**NEC
RECOMMENDATION**

Rule 23.3 The Area Committee will deal primarily with the matters of interest to all penal or secure establishments and Special Hospitals (if any) in Northern Ireland. Branches in Northern Ireland may refer local matters which have not been dealt with to their own satisfaction to the Area Committee for further consideration and action if necessary.

Rule 23.4 The National Executive Committee will allot to the Northern Ireland Area Committee a sum of money to meet its working expenses. The Treasurer of the Northern Ireland Area Committee will be responsible for the administration of this money and will render an account twice yearly to the General Secretary or the Deputy General Secretary.

Elections and Appointment

Rule 23.5 The Area Chair (Northern Ireland) and the Area Vice-Chair (Northern Ireland) will each be elected every 5 years by a secret workplace ballot of the full members in the Union's Branches in Northern Ireland under Rule 25.

Rule 23.6 If a vacancy occurs for Area Chair (Northern Ireland) or Area Vice-Chair (Northern Ireland) between elections:

(a) the replacement will be elected by secret workplace ballot under Rule 25; and

(b) the person elected will serve the balance of the term of the person replaced.

Rule 23.7 A Northern Ireland Committee member:

(a) must be a full member of the Union; and

(b) ceases to be a Northern Ireland Committee member automatically on ceasing to be a full member of the Union.

Rule 23.8 The Area Secretary (Northern Ireland), will send details of the election results immediately to:

(a) the General Secretary; and

(b) the Northern Ireland Office.

Rule 23.9 The Area Secretary (Northern Ireland) will be an employee of the Union who shall be:

(a) appointed by a panel that will include the Chair of Northern Ireland and at least two (2) of the following:
The National Chair
The General Secretary
The Deputy General Secretary

(b) Shall have their appointment approved by the National Executive Committee. (cont.)

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION

**NEC
SPEAKER**

**NEC
RECOMMENDATION**

Meetings

- Rule 23.10** The Northern Ireland Area Committee will meet whenever it deems necessary, but not less than twice yearly. A meeting may be called at the request of:
- (a) the Area Chair (Northern Ireland); or in his/her absence
 - (b) the Area Vice-Chair (Northern Ireland); or in their absence
 - (c) the Area Secretary (Northern Ireland); or in their absence
 - (d) a majority of branches that make up the quorum of the Northern Ireland Area Committee.

- Rule 23.11** The Area Chair (Northern Ireland), or if he/she is not available the Area Vice- Chair (Northern Ireland), is responsible for convening the Northern Ireland Area Committee meetings. Except in cases of urgency, at least 48 hours' notice will be given to all members of the Northern Ireland Area Committee by circular or by printed public announcement.

TO

RULE 23 NORTHERN IRELAND AREA COMMITTEE

Membership

- Rule 23.1** The Union will have a Northern Ireland Area Committee comprising:
- (a) an Area Chair (Northern Ireland);
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- (a) appointing its own Treasurer;
 - (b) co-operating in advancing the national policy of the Union;
 - (c) maintaining permanent contact with the National Executive Committee;
 - (d) assisting the National Executive Committee and General Secretary in carrying out the Rules and objects of the Union;
- (cont.)

REMARKS

*CONFERENCE
DECISION*

*DISPOSAL
OF MOTION*

MOTION

**NEC
SPEAKER**

**NEC
RECOMMENDATION**

- (e) fulfilling the requirements of Rule 23 and administering and safeguarding all Northern Ireland Area Committee finance;
- (f) keeping written attendance records of the names of the members present at each meeting of the Northern Ireland Area Committee;
- (g) keeping written minutes of all resolutions passed by the Northern Ireland Area Committee;
- (h) sending copies (signed by the Area Chair) of those attendance records and minutes to the General Secretary on request; and
- (i) furnishing any returns of information required from time to time by the General Secretary or Finance Department.

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- (c) the replacement will be elected by secret workplace ballot under Rule 25; and
- (d) the person elected will serve the balance of the term of the person replaced.

Rule 23.7 A Northern Ireland Committee member:

- (c) must be a full member of the Union; and
- (d) ceases to be a Northern Ireland Committee member automatically on ceasing to be a full member of the Union.

(cont.)

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION

**NEC
SPEAKER**

**NEC
RECOMMENDATION**

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NEC

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
SECURITY AND CUSTODY		
<p>4</p> <p>That the NEC enter into negotiations with HMPPS and any other relevant parties to have tinned items removed from canteen lists and the packaging replaced with a less dangerous and environmentally friendly alternative.</p> <p>PENTONVILLE</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
AWARDS		
5 That Conference award Dave Cook Honorary Life membership of the POA due to his outstanding work at local and National level. NEC		
6 That Conference award Willie Carle Honorary Life membership of the POA due to his outstanding work at local and National level. NEC		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

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MOTION	NEC SPEAKER	NEC RECOMMENDATION
HEALTH AND SAFETY		
<p>7</p> <p>That Conference debate the effects both physical and mental health impact on staff who have carer roles out of the workplace.</p> <p>The ability to perform both roles effectively and the assistance available.</p> <p>LINCOLN</p>		
<p>8</p> <p>Conference recognises the violent workplaces our members work in and the reluctance of some employers in producing policy and procedures on work related violence for staff. Therefore, Conference instructs all Branches of the POA to enter into negotiations to produce a local Violence Policy with their Governors/Directors/CEOs in line with the ACAS guidelines.</p> <p>NEC</p>		
<p>9</p> <p>Conference recognises the stressful working environment which our members work and the problems they face in trying to deal with their mental health.</p> <p>Each workplace has its own individual challenges for our members therefore Conference instructs all POA Branches to enter into negotiations with their Governor/Director/CEO to implement the HSE Stress Management Standards to improve the working environment for our members.</p> <p>NEC</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
EQUALITIES		
<p>10</p> <p>That Conference instructs the NEC to enter into negotiations with HMPPS to establish clear guidance for managers who manage staff undergoing IVF treatment.</p> <p>NEC</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	NEC SPEAKER	NEC RECOMMENDATION
OPERATIONS		
<p>11</p> <p>The NEC enter negotiations with HMPPS to ensure that all operational managers including Governors in the closed estate and other appropriate establishments carry the same PPE, cuffs batons, anti-ligature knives and PAVA spray that uniformed grades have to wear.</p> <p>PENTONVILLE</p>		
<p>12</p> <p>NEC enter into negotiations to review the current Razor policy, including Risk assessments and S.S.O.W. and the manner in which they are issued.</p> <p>PENTONVILLE</p>		
<p>13</p> <p>That non-effectives for the purposes of profiling be reviewed to increase to a real figure that reflects sickness, (from the monthly HMPPS returns), all training requirements and leave (taking into account 37-39-41 hour weeks and long service additional days).</p> <p>WANDSWORTH</p>		
<p>14</p> <p>That Conference instructs the NEC to utilise whatever means available to get PAVA & SPEAR into those prisons already assessed suitable to use it.</p> <p>WYMOTT</p>		
<p>15</p> <p>For the NEC to renegotiate the staff to prisoner ratio for prisons. The current 1 (staff) to 30 (prisoners) ratio (for Cat C prisons), with prisoners becoming more fractious and prisons having more new and inexperienced staff on the landings, is open to abuse from some managers who see it as a way to reduce the staffing numbers on the landings. When they do this, staff feel unsafe and are persecuted for refusing to unlock.</p> <p>MAIDSTONE</p>		
<p>16</p> <p>Conference direct the NEC to engage with HMPPS in order to implement changes for the reinstatement of full time POA Reps in all establishments and that the locally agreed profiled weekly POA facility time becomes non-flexible to prevent SLT's pettily cancelling facility time.</p> <p>BRINSFORD</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	NEC SPEAKER	NEC RECOMMENDATION
HR		
<p>17</p> <p>Conference authorises the NEC to seek to implement that when a member of staff is dismissed, and this is overturned for whatever reason by the PGD hearing the appeal that the Governing Governor who made this decision is investigated by a director level who will deem suitability for the post.</p> <p>THE VERNE</p>		
<p>18</p> <p>Conference authorises the NEC to seek to implement that when a member of staff is dismissed, and this is upheld by the PGD hearing the appeal and is then subsequently overturned for whatever reason by an Employment Tribunal that the Governing Governor who made this decision and PGD who upheld this decision are both investigated by a director level to deem suitability for the post.</p> <p>THE VERNE</p>		
<p>19</p> <p>That Conference seeks to amend PSI 06/2010 to provide an electronic footprint if permission to extend an investigation is required.</p> <p>WYMOTT</p>		
<p>20</p> <p>Application of disciplinary process to Governor Grades</p> <p>This Conference notes a variation in the outcomes of disciplinary processes between governor grades and those of unified ranks, therefore we resolve that the employer needs to ensure parity across the board when applying their own policies to all grades in the HMPPS.</p> <p>MOORLAND</p>		
<p>21</p> <p>Conference we direct the NEC to engage with HMPPS in order to implement changes that all disciplinary investigations into any staff member be conducted using suitably trained impartial and competent external managers who are not part of the local Senior Leadership Team.</p> <p>BRINSFORD</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION

**NEC
SPEAKER**

**NEC
RECOMMENDATION**

22

Conference instructs the NEC to negotiate with HMPPS to amend PSI 01/2017 – Attendance Management Policy, to include “work related stress” under section 2.141 – sick leave excusal arrangements as per the document entitled “Sick Leave Excusals” (All HMPPS Staff – Prison/ HQ and NPS) on the My Hub under HR. At present it only includes disease, injury and assault whilst on duty, where as the SLE document includes work related stress. There’s no point in having guidance if it’s not in the policy.

FELTHAM

23

Conference authorise the NEC to seek a rise of at least 10p per mile to single milage rate allowance to keep up with the ever rising cost of fuel.

THE VERNE

24

Conference authorise the NEC to negotiate that closed grades preserve their terms and conditions upon promotion.

THE VERNE

25

Conference authorises the NEC to seek an uplift of payment plus to at least £25 to keep up with inflation.

THE VERNE

26

Conference authorises the NEC to seek an uplift in the escort/ bedwatch payments, to keep up with inflation.

THE VERNE

27

Conference to mandate the NEC to engage with the employer to recognise over 20 years service by introducing medal clasps.

HEWELL

28

NEC to negotiate with employers for the introduction of the PE CM role This position should be a separate specialist position on the annex G and be included in the gym staffing figures. Being allocated the 10% of the groups effective hours for departmental management tasks the remaining hours will be used for PE delivery.

PENTONVILLE

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	NEC SPEAKER	NEC RECOMMENDATION
<p>29</p> <p>NEC enter talks with HMPPS to review the current Officer Apprenticeship training, as this branch feels that it is not fit for purpose.</p> <p>PENTONVILLE</p>		
<p>30</p> <p>For the POA NEC to engage with HMPPS to create a new, long-term solution to detached duty requirements. Aiming to stop the over recruitment of staff in areas of the country that are within 10% of their targeted staffing levels.</p> <p>HULL</p>		
<p>31</p> <p>The NEC clarify jointly with the employer on the maximum number of red hours that can be profiled in each week as a percentage of hours worked. This is to stop Governors profiling excessive red hours in some groups of unified staff.</p> <p>PARKHURST</p>		
<p>32</p> <p>That Operational Support grades are not considered operational until they have completed their national training. This would protect them from covering their duties that can include ACCT supervision during night shifts, gate duties, searching staff and visitors.</p> <p>It would also raise the issue that OSGs are entitled to their training as much as Officers, who are not considered operational until they pass their training.</p> <p>WANDSWORTH</p>		
<p>33</p> <p>The POA NEC negotiate with the HMPPS to set minimum educational requirements for new OSG and Prison Officers.</p> <p>FRANKLAND</p>		
<p>34</p> <p>REMOVAL OF PAM ASSIST/OCCUPATION HEALTH TELEPHONE CONSULTATIONS</p> <p>That Conference mandate the NEC to negotiate with our Employer, that where a member's continued employment is being considered all Occupational Health consultations should be face to face and not conducted by telephone.</p> <p>CARDIFF</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	NEC SPEAKER	NEC RECOMMENDATION
<p>35</p> <p>DUTY OF CARE</p> <p>That the NEC should negotiate with the employer to put in place a process where staff who are injured in the course of their duty should receive necessary consultation and/or rectifying treatment via medical services outside the NHS in order for them to return to work sooner. The cost of which should be met by the employer.</p> <p>CARDIFF</p>		
<p>36</p> <p>That Conference mandate the NEC, to enter into negotiations with our employer, to have Long Covid recognised as an underlying medical issue.</p> <p>LITTLEHEY</p>		
<p>37</p> <p>That Conference mandate the NEC, to enter talks with our employer to have the 5 days leave which OSGs get after 10 years service, to be given to all OSG's irrespective of length of service, including new starters and operational bands 3 -5.</p> <p>LITTLEHEY</p>		
<p>38</p> <p>For the NEC to challenge HMPPS on the guidance for the OSP Scheme and remove the guidance that states; members of staff on sick monitoring cannot participate in the scheme.</p> <p>ALBANY</p>		
<p>39</p> <p>Glasses Vouchers</p> <p>This Conference instructs NEC to negotiate with the employer for an increased financial package towards eyecare for those who require it.</p> <p>MOORLAND</p>		
<p>40</p> <p>Operational Grades in OMU</p> <p>There is limited scope for progression and promotional opportunities, for B3 operational grades, along with increased resilience pressures across the estate, therefore this Conference instructs the NEC to negotiate with the employer that via natural wastage and future recruitment all prison offender manager job roles should be advertised and recruited for operational staff only.</p> <p>MOORLAND</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION

*NEC
SPEAKER*

*NEC
RECOMMENDATION*

41

That Conference mandates the NEC to negotiate with HMPPS a national agreement: that after completing temporary promotion for a period 12 months or over, staff attain substantive promotion without the requirement of assessment or accreditation.

LIVERPOOL

42

Conference direct the NEC to engage with HMPPS to ensure that utility vests be issued to all operational staff as general issue.

BRINSFORD

43

Conference direct the NEC to engage with HMPPS in order to implement change that we mandate the NEC to move away from black and white uniform and negotiate to introduce a uniform that is fit for purpose.

BRINSFORD

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION

*NEC
SPEAKER*

*NEC
RECOMMENDATION*

TDIP

44

Alternative Accommodation

This Conference notes as a result of COVID-19 there was an increased use of alternative accommodation that did not match cell certification PSI. This Conference moves that's going forward no further accommodation which does not meet the cell certification PSI should be implemented across the estate.

MOORLAND

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	NEC SPEAKER	NEC RECOMMENDATION
PENSIONS		
<p>45</p> <p>For a pensions forum to be put in place to assist those members coming up to retirement or deciding to go part time. The changes to the pensions, and the complexity of going part time is causing staff excessive amounts of stress and anxiety, at one of the most stressful times of their lives. Prison managers are not trained to assist and complete the forms. The agencies that staff deal with appear incompetent at best. The decision-making process around how to take your pension has been made so complex by changing circumstances, it is almost impossible for staff to make an informed decision. Those approaching retirement or wishing to go part-time at that time of their careers, need the right support and help to ensure that the transition goes smoothly and without a hitch.</p> <p>MAIDSTONE</p>		
<p>46</p> <p>Can I know why it is that in 2017 examples were asked for a test case to put to the Government regarding the change to the pensions. I believe that all members, regardless of whether they submitted a complaint should be intitled to the same compensation. This should not be subject to whether or not we submitted the form we are all effected by having our pensionable age increased.</p> <p>WAKEFIELD</p>		
<p>47</p> <p>That Conference mandates the NEC to negotiate with HMPPS a national agreement: Flexible working hours to negate the effect of pension abatement, for staff with Reserved Right Pensions, who have been re-employed on a part-time basis</p> <p>LIVERPOOL</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
MATTERS AFFECTING THE UNION		
<p>48</p> <p>For a debate on all of the recent balloting of POA Union members to talk about issues which prevented some branches from being involved and therefore not sending in returns for the said ballots.</p> <p>HEWELL</p>		
<p>49</p> <p>For the NEC to give monthly update on Disputes that a branch has submitted.</p> <p>WHATTON</p>		
<p>50</p> <p>That we debate Bulletin 8 fresh start.</p> <p>DURHAM</p>		
<p>51</p> <p>That we re-negotiate Bulletin 8.</p> <p>DURHAM</p>		
<p>52</p> <p>That we debate the POA.</p> <p>DURHAM</p>		
<p>53</p> <p>The POA develop an alcohol and drug strategy to support POA Members.</p> <p>FRANKLAND</p>		
<p>54</p> <p>The POA NEC fully support all trade unions in their current industrial campaigns within the legal constraints that we are currently restricted by.</p> <p>FRANKLAND</p>		
<p>55</p> <p>That members subscriptions, for all members, be frozen at the current level (for at least the next 12 months) due to the unprecedented financial pressure which members are facing at this time.</p> <p>HATFIELD</p>		

MOTION

*NEC
SPEAKER*

*NEC
RECOMMENDATION*

56

Conference debate Local and National Industrial Relations specifically as to how we can have good IR on a National Level yet poor IR at Branch level.

BELMARSH

57

Conference instruct the NEC to not declare good National Industrial Relations unless a Conference Motion has been passed.

BELMARSH

58

Conference declares that National Industrial Relations are poor.

BELMARSH

59

Conference debates the service members get from Thompsons Solicitors.

BELMARSH

60

That Conference instruct the NEC to source a new supplier of legal services.

BELMARSH

61

Union Activism

The Conference to debate the continued pressure by the current Government to suppress union rights and weaken our resolve. What action can be taken from a grass roots level to the very top to ensure our Union does not buckle under this pressure.

MOORLAND

62

Conference debate the consequences and implications of a member from the Private Sector or secure health being elected to the NEC in the future.

NORTHUMBERLAND

63

That Conference Accept Conference Paper 1 Race Action Plan policy replacing the existing policy.

NEC

MOTION

*NEC
SPEAKER*

*NEC
RECOMMENDATION*

64

That Conference Accept Conference Paper 2 Sexual Harassment Policy replacing the existing policy.

NEC

65

Conference recognises the benefits presented by our Financial Advisor that it is financially prudent for the National Executive Committee to invest money rather than just holding in a deposit account given the inflationary pressures at present. Conference therefore approve the NEC invest monies as advised by our financial advisor and have autonomy to do so within the parameters of the Rules and Constitution primarily Rule 14. Conference also recognise that investment is not an exact science and that the value of the investment can go up and down, therefore it is in the interest of the POA to have a long-term ethical investment with regular yearly reports to Conference regarding the portfolio.

NEC

66

Welfare Fund

Conference recognises the benefits presented by our Financial Advisor that it is financially prudent for the Welfare Committee/NEC to invest money rather than just holding in a deposit account given the inflationary pressures at present. Conference therefore approves the Welfare Committee/NEC to invest monies as advised by our Financial Advisor and have autonomy to do so within the parameters of the rules and constitution primarily Rule 14. Conference also recognise that investment is not an exact science and that the value of the investment can go up and down, therefore it is in the interest of the POA to have a long-term ethical investment with regular yearly reports to conference regarding the portfolio in respect of the Welfare Fund.

NEC

67

Following the success of the Women's workshop in 2022, Conference supports additional workshops at a frequency determined by the NEC.

NEC

68

Conference instructs the NEC to investigate the feasibility of the POA going to a Biennial Conference. Further, the NEC to produce a full and frank Conference Paper for debate and disposal at Conference 2024.

NEC

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION

**NEC
SPEAKER**

**NEC
RECOMMENDATION**

69

Conference recognises trade unions have long fought for equality and their memberships have become more diverse as the population and society have changed.

The POA Equality Committee needs to be restructured to meet the needs of its members with protected characteristics and ensure their voice is heard not only within this trade union but with employers, Government, and society.

Conference instructs the NEC to set up a working party from within its membership to restructure the equality committee and bring back its recommendations to Conference 2024 for debate and disposal.

NEC

70

Future Generation POA Leaders

Conference recognise it is important to plan for the future to ensure existing and potential future trade union leaders of the POA are trained to lead the POA to the highest standards so that the POA membership benefits as a trade union whether those individuals become future NEC Officials or Full Time Officers. Financial investment in education and political leadership courses are critical to ensure we are planning for future generations so that we can have the very best leaders moving into a future generation.

Conference therefore endorses a feasibility study of suitable educational and political training to ensure we are planning for the future of the POA. The feasibility study will look at the costings over the next 10 years and produce a Conference paper that can be considered by delegates at Conference May 2024.

NEC

71

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.

NEC

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
PAY		
<p>72</p> <p>Conference gave its mandate to the NEC to return to giving evidence to the PSPRB to improve the pay of its members.</p> <p>Conference instruct the NEC to visit selected workplaces to listen to the opinion of its members prior to putting in its pay submissions to the PSPRB.</p> <p>NEC</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	NEC SPEAKER	NEC RECOMMENDATION
SECURE HEALTH		
<p>73</p> <p>Conference to support the Campaign to abolish the current Pay Review Body and replace with collective bargaining.</p> <p>Conference believes that the unfit Pay Review Body for Health should be abolished and replaced by collective bargaining between the Government and Agenda for change trade unions. The Conference is invited to support the campaign with others for abolition of the PRB.</p> <p>Conference is further invited to support action to undermine the Pay Review body and show to publicly how unfit the PRB is.</p> <p>ASHWORTH</p>		
<p>74</p> <p>We ask Conference to support the POA Branch at Mersey Care in negotiating equivalent terms and conditions for those members on Bank Contracts (Zero hours) with those on permanent contracts.</p> <p>ASHWORTH</p>		
<p>75</p> <p>That Conference accept Conference Paper 3 on the changes in respect of Secure Health Care Services to ensure that staff working across mental health services both private and public sector are enabled to become members of the POA.</p> <p>NEC</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
PARLIAMENTARY		
<p>76</p> <p>That the NEC actively pursue the removal of the wording “probability” and replace it with “beyond reasonable doubt” on disciplinary procedures for staff that fall under the disciplinary process.</p> <p>PARKHURST</p>		
<p>77</p> <p>Pension Age</p> <p>Conference condemns Government for refusing to lower the retirement age and requests an update from the NEC about their continued campaign to reduce the pension age.</p> <p>MOORLAND</p>		
Empty row for additional motions		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>

MOTION	NEC SPEAKER	NEC RECOMMENDATION
INTERNATIONAL		
<p>78</p> <p>At Annual Conference 2022 the NEC sponsored an emergency motion on supporting the Ukrainian people. During the debate delegates brought to the NEC's attention there were other areas of the world which should be supported.</p> <p>Therefore, Conference instructs the NEC to formulate an international policy which will include contact with international organisations and sister unions abroad to share experiences and work in solidarity. Solidarity means speaking out when fellow trade unionists are under threat – in Colombia, Burma, or Palestine, for instance. Solidarity also means working with sister trade unions to build their organisations on their own terms. Unions are involved in a number of projects which aim to assist trade unions abroad to increase their capacity, to defend their rights and to enable them to promote development by improving the lives of working people and creating a more just society.</p> <p>Conference believes the POA and its members should be at the centre of these projects.</p> <p>NEC</p>		
<p>79</p> <p>Conference pays tribute to the important campaigning of Justice for Colombia on behalf of our trade union movement to support trade unionism, human rights, and peace in Colombia.</p> <p>NEC</p>		
<p>80</p> <p>SOLIDARITY WITH WORKERS, WOMEN, AND YOUTH IN IRAN</p> <p>That Conference notes the ongoing revolutionary uprising in Iran, spearheaded by women and young people. Sparked by protests against the death of Mahsa Amini, the uprising foregrounds issues of women's rights and opposition to gender apartheid, but also raises issues of social freedom and equality, with people demanding the right to democratically determine their future through their own councils and direct representatives.</p> <p>NEC</p>		

REMARKS	<i>CONFERENCE DECISION</i>	<i>DISPOSAL OF MOTION</i>