



# POA Annual Conference 2024

## Agenda

**CUTS HAVE  
CONSEQUENCES**

# Order of Business

## Tuesday 21st May

Registration

Standing Orders Report

Election of Scrutineers and Tellers

Adoption of Standing Orders Report

**Welcome Speech by The Worshipful the Mayor of Eastbourne – Councillor Candy Vaughan**

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: Pacho Toloza – Political Analyst & Sociologist, Colombia National University**

Annual Conference Motions

**Fraternal Address: Southern Ireland POA**

Annual Conference Motions

**Guest Speaker: Shaka Hislop – Honorary President, Show Racism the Red Card**

Annual Conference Motions

*Note: The adoption of the Annual Report 2023 will be placed before Conference at an appropriate time.*

## Wednesday 22nd May

Registration

Annual Conference Motions

**Guest Speaker: Phil Copple – Director General HMPPS**

Annual Conference Motions

**Guest Speaker: Shabana Mahmood – Shadow Secretary of State for Justice**

Annual Conference Motions

**Guest Speaker: Dr Nasrul Ismail – Lecturer in Criminology Bristol University**

Annual Conference Motions

**Award Presentations: Cronin Clasps, Mabel Hempton  
& Steve Oxby Representative of the Year Award**

Annual Conference Motions

## Thursday 23rd May

Registration

**Guest Speaker: Paul Fairhurst – POA Member Liverpool**

Annual Conference Motions

**Fraternal Address: Dave Cook – Honorary Life Member**

Annual Conference Motions

National Chair's Closing Address

General Secretary to Close of Annual Conference 2024

## **REPORT OF STANDING ORDERS COMMITTEE 2024**

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:

<b>Tuesday</b>	<b>09:30 – 17.00</b>
<b>Wednesday</b>	<b>09:00 – 17.00</b>
<b>Thursday</b>	<b>09:00 – Close</b>

### **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  
TERRY McCARTHY - NEC  
SARAH RIGBY - NEC  
JIM McCABE - VICE CHAIR SCOTLAND

**SCRUTINEERS & TELLERS**

KAREN HENRY  
NIALL McINTOSH  
WENDY PRICE  
BRIAN STENNETT  
PHIL TUCK

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>RULES AND CONSTITUTION</b>		
<p><b>1</b></p> <p>Following the Rule changes at Annual Conference 2023 regarding Secure Health, Conference accept the POA strapline is changed from;</p> <p>POA – The Professional Trade Union for Prison, Correctional and Secure Psychiatric Workers.</p> <p>to</p> <p>POA- The Professional Trade Union for Prison, Correctional and Public and Private Mental Health Trust Service Providers.</p> <p><b>NEC</b></p>		

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

<b>MOTION</b>	<b>NEC SPEAKER</b>	<b>NEC RECOMMENDATION</b>
<b>SECURITY AND CUSTODY</b>		
<p><b>2</b></p> <p>Conference mandates the NEC to engage with HMPPS to ensure the current and future vetting system(s) for staff are fit for purpose.</p> <p><b>NORTHUMBERLAND</b></p>		
<p><b>3</b></p> <p>The Prison Service to provide all dog handlers with a suitable vehicle to transport Prison Service dogs.</p> <p><b>LINCOLN</b></p>		
<p><b>4</b></p> <p>For the NEC to enter into talks with HMPPS to include X-Ray training as part of the initial training course for OSGs.</p> <p>This is to support the efficiency and speed of EGS procedures that have become a part of a number of prison establishments as well as being beneficial for OSGs working in Reception.</p> <p><b>GARTREE</b></p>		
<p><b>5</b></p> <p>The POA through the NEC condemn and question the categorisation system utilised by HMPPS as not fit for the open estate, it creates unsafe working and living environments.</p> <p><b>SUDBURY</b></p>		

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



<b>MOTION</b>	<b>NEC SPEAKER</b>	<b>NEC RECOMMENDATION</b>
<b>AWARDS</b>		
<p><b>6</b></p> <p>Conference accept Conference Paper 1 in respect of the granting of Honorary Life Membership.</p> <p><b>NEC</b></p>		
<p><b>7</b></p> <p>Honorary Life Membership of the POA is the greatest honour that we as a union can bestow but that should still come with responsibility's and these should be recognised. The members of the Maghaberry branch would like to propose that the constitution should be changed that any life member convicted of a serious crime or actively acting against the best interests of the union membership can be stripped of this honour. To not have this capability could extremely embarrass the union and membership should something untoward come to light or happen in the future. We hope this is never needed but believe not having the facility is a huge oversight.</p> <p><b>MAGHABERRY</b></p>		
<p><b>8</b></p> <p>That Stewart McLaughlin is awarded honorary life membership for the outstanding contribution that he has done for the POA and its members.</p> <p><b>NEC</b></p>		

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

<b>MOTION</b>	<b>NEC SPEAKER</b>	<b>NEC RECOMMENDATION</b>
<b>HEALTH AND SAFETY</b>		
<p><b>9</b></p> <p>For the NEC to instruct HMPPS to introduce an optional BCG/TB vaccination via Occupational health/private healthcare services for the staff that have not had the opportunity to receive this vaccination previously.</p> <p><b>GARTREE</b></p>		
<p><b>10</b></p> <p>Conference instructs the NEC to enter negotiations with the employer to ensure that all directly employed and prisoner facing HMPPS staff are offered regular and meaningful supervision sessions with a qualified psychologist. The NEC are to make it clear that this is to safeguard the health, safety and wellbeing of prison staff.</p> <p><b>ELMLEY</b></p>		
<p><b>11</b></p> <p>To reject the proposal that the Youth Estate Uniform changes to brightly coloured tops and jackets.</p> <p><b>FELTHAM</b></p>		
<p><b>12</b></p> <p>Conference notes the efforts the NEC have made to improve the health and safety of our members, despite the often-obstructive position our employer takes. We debate the long-term impact of long hours, shiftwork and night working on our members and the impact that shift work and excessive night working has on our members long term health.</p> <p><b>NEC</b></p>		
<p><b>13</b></p> <p>Conference realises our members can no longer sustain the long hours culture which has crept into our workplaces and as a trade union we must ensure our members Health and Wellbeing be protected at work.</p> <p>Therefore 3 months after the close of Conference every Branch of the POA must provide their NEC rep with a report outlining the unsocial hours worked by our members including Payment Plus and TOIL balances owed to our members.</p> <p>The NEC when they have received these will meet and devise a strategy to reduce the hours our members work to ensure they have a good work life balance.</p> <p><b>NEC</b></p>		

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**14**

The NEC ask Conference to accept an amendment to Conference Motion 13/2019 so that it reads: -

## POA HEALTH & SAFETY CONSULTATIVE COMMITTEE TERMS OF REFERENCE

Conference recognises for the POA to be effective in health and safety it needs more than just a strong membership within the workplace, it needs a robust health and safety structure throughout the Union.

Therefore, Conference authorises the NEC to increase the Health and Safety Consultative Committee to two members responsible for each area.

It will be the responsibility of the area NEC rep to appoint from those candidates who express an interest in the post.

The appointment is to be for 5 years after which the position will be re advertised within area.

The minimum requirement for this position would be that candidates hold a Health and Safety qualification and are working towards the Occupational H&S Diploma.

## MEMBERSHIP

The membership aim is to have 2 members from each of the areas below:

- Eastern Area
- Midlands Area
- North East, Yorkshire & Humber Area
- North West & North Wales Area
- South West & Wales Area
- London & Kent Area
- LTHSE
- Special Hospitals & Private Sector

**NEC**

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

<b>MOTION</b>	<b>NEC SPEAKER</b>	<b>NEC RECOMMENDATION</b>
<b>OPERATIONS</b>		
<p><b>15</b></p> <p>Conference authorises the NEC to negotiate for the return of officer grades to the Health Care Centres, Gate, Gardens, Kitchens &amp; Estates.</p> <p><b>THE VERNE</b></p>		
<p><b>16</b></p> <p>That Conference instructs the NEC, that if any members of this Union are working a shift pattern that puts their red hours above the agreed maximum 30% over the period then this NEC will seek a financial award for those who are working the excess by no fault of their own or of this Union.</p> <p><b>PARKHURST</b></p>		
<p><b>17</b></p> <p>That the NEC engage with HMPPS on the future of Reception prisons.</p> <p><b>DURHAM</b></p>		
<p><b>18</b></p> <p>The NEC negotiate with HMPPS that until an Officer is fully trained they should not be included in the Operational Staffing figures for any establishment.</p> <p><b>EXETER</b></p>		
<p><b>19</b></p> <p>HMPPS should not compel staff to go on detached duty from a site that is in receipt of a UN report from HMIP.</p> <p><b>EXETER</b></p>		
<p><b>20</b></p> <p>That Conference debate the use of force within secure settings.</p> <p>Further, that Conference sends a clear unequivocal message to the employer, frontline staff must be supported in the workplace.</p> <p><b>WYMOTT</b></p>		

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



<b>MOTION</b>	<b>NEC SPEAKER</b>	<b>NEC RECOMMENDATION</b>
<b>HR</b>		
<p><b>21</b></p> <p>Conference allow the NEC to engage in purposeful negotiations with the employer to formulate an improved people survey that includes a section for operational staff exclusively.</p> <p>If HMPPS refuse to agree to that, the previous motion directing non engagement with the people survey stands.</p> <p><b>LANCASTER FARMS</b></p>		
<p><b>22</b></p> <p>Conference authorises the NEC to seek to include paternity &amp; maternity leave in the non effective.</p> <p><b>THE VERNE</b></p>		
<p><b>23</b></p> <p>Conference authorises the NEC to seek a necessary change to the terms of accelerated promotion staff. To improve their operational knowledge and appreciate the pressure landing staff are under to give greater support when needed, all AP staff will now be required to work a minimum of two years on the landing along with the recommendation of their line manager to gain promotion.</p> <p><b>THE VERNE</b></p>		
<p><b>24</b></p> <p>The NEC to negotiate with the employer and re-evaluate the fast-track governor scheme and other promotional schemes.</p> <p><b>MOORLAND</b></p>		
<p><b>25</b></p> <p>Maintaining security and protecting the staff and public is one of the prisoner services main aims. Conference authorises the NEC to negotiate with HMPPS that whenever prisoner's bad behaviour is appealed a decision log is opened to deem this manager's suitability for post.</p> <p><b>THE VERNE</b></p>		
<p><b>26</b></p> <p>Conference authorise the NEC to seek an uplift to the standard rate mileage payment to keep up with other public services and the rising cost of fuel.</p> <p><b>THE VERNE</b></p>		

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**27**

NEC to negotiate higher rates of expenses, and fuel allowance with the employer in light of the cost of living crisis.

**MOORLAND**

**28**

Conference authorises the NEC to engage with HMPPS to negotiate the return of line management responsibility for the S/O group which supports the NEC's recent worthy initiative to reduce the HR workload for custodial managers.

**THE VERNE**

**29**

That the POA raise an anomaly with Government within the Civil Service Section 11 and Section 9 applications wherein there appears to be a grey area where criminals do not intentionally injure or assault staff but due to their criminal behaviour staff are injured in the course of their duties.

Prisoners are smoking psychoactive substances and recently SPS settled out of Court after a member of staff fell under the influence and became violent and unwell due to prisoners failing to stop vaping the illegal dangerous substances.

A Section 11 was granted despite it not being an accident or an assault but the staff member was not pay protected as per an assault.

So staff will continue to suffer financial losses due to failures of our organisations to protect them and the continued burning of psychoactive substances by criminals unless we close this anomaly.

**SHOTTS**

**30**

NEC to request and negotiate the employer to re-evaluate the recruitment process, ensuring prospective employees meet the requirements of the job, and are provided with accurate information of the benefits available.

**MOORLAND**

**31**

That the NEC engage with HMPPS to request that staff's pay slips are sent to their home address or invest in technology so staff can access their pay slips from home. This is to ensure staff personal data is protected at all times.

**DURHAM**

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**32**

The NEC negotiate with HMPPS to review the current fitness test for Specialist Officers so that it takes into account factors such as the Officer's age and gender.

**FRANKLAND**

**33**

All staff to be allocated the full 5 day course in "Working with Challenging Behaviour" module 2.

**FULL SUTTON**

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

<b>MOTION</b>	<b>NEC SPEAKER</b>	<b>NEC RECOMMENDATION</b>
<b>MATTERS AFFECTING THE UNION</b>		
<p><b>34</b></p> <p>Conference instructs the NEC to enter into discussions with THOMPSON'S to provide a 'definitive' data base/list of those POA members, and ex-members, remaining on the list for the 'Injury to Feelings Claim'.</p> <p><b>NORTHUMBERLAND</b></p>		
<p><b>35</b></p> <p>To debate the lack of support from the NEC for those members of staff on close grades.</p> <p><b>WHATTON</b></p>		
<p><b>36</b></p> <p>The NEC explain to Conference the following:</p> <p>i) Their reasoning for not fighting for the rights of closed grades.</p> <p>ii) saying its closed grades choice not to sign over to fair and sustainable and if they don't they won't get a pay rise, and;</p> <p>To also explain:</p> <p>iii) If those closed grades terms and conditions don't change then why is their any need to sign over to Fair and Sustainable?</p> <p>iv) and what is the future for closed grades if they choose not to sign over and will they have any claims as over the years they will not get a pay rise again?</p> <p><b>PARKHURST</b></p>		
<p><b>37</b></p> <p>That Conference debate prison service policies to ascertain if they are fit for purpose so that Governors and Managers have to follow and adhere to them.</p> <p>Staff are continually being told by the above that they are just guidelines and Managers often ignore the processes in those policies to punish and use against our members. Conference include in this debate the role of HMPPS Employee relations team who often state that its down to Governors interpretation as they are just guidelines for them.</p> <p><b>PARKHURST</b></p>		

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



# MOTION

**NEC  
SPEAKER**

**NEC  
RECOMMENDATION**

**38**

That this NEC inform Conference of the minimum amount of hours per week branch facility time is to be profiled per branch. This is due to the fact that employee relations in our area state that branch facility time is down to individual Governors as branches are not entitled to any facility time due to the fact that the NEC have the facility time.

**PARKHURST**

**39**

That the NEC update Conference on any progress made with HMRC to add the Prison Officers Association to the list of approved professional organisations and learned societies for tax deduction purposes for membership fees, similar to the Prison Governors Association (Scotland).

**EDINBURGH**

**40**

That Conference acknowledge the return to the public sector of HMP Kilmarnock and all the great work done to ensure this happened.

**EDINBURGH**

**41**

The members of the Maghaberry branch would like to propose that electronic voting be introduced into the N.I. area and that any necessary changes to the constitution be made to allow this at the earliest possible date.

**MAGHABERRY**

**42**

That Conference authorise an increase of 40p in the subscription rate commencing 1st June 2024 making it a total of £16 per month.

**NEC**

**43**

Conference approves the ongoing affiliation to the General Federation of Trade Unions (GFTU) after a successful trial period.

**NEC**

**44**

Conference approves the appointment of Sturgess Hutchinson as auditors & assurer to the POA & auditors to the POA Welfare Fund Charity until 31st May 2028 when the contract will be reviewed.

**NEC**

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**45**

If a Conference Motion is not achieved by its fifth anniversary it should be removed from the policy of the Union and placed into the archive document, the reason why it has not been achieved to be explained on a circular to the membership.

**NEC**

**46**

Conference reinforces its aims and objectives of restoration of full trade union rights and further that in any negotiations with a future Government that we do not sign up to a no strike agreement without reverting back to Conference or a full ballot of the membership.

**NEC**

**47**

Conference accepts Conference Paper 2 on the policy and rule changes in respect of training and education for current National Officials, Branch Officials and ensuring succession planning for the future to ensure we have first class representation.

**NEC**

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

<b>MOTION</b>	<b>NEC SPEAKER</b>	<b>NEC RECOMMENDATION</b>
<b>PAY</b>		
<p><b>48</b></p> <p>Holme House branch propose that Conference debate the direct discrimination by HMPPS against Band 3 Officers in that they are the only grade that are not entitled to 2 hours ACHP if their contract is for 39 hours, if they were recruited under fair &amp; sustainable.</p> <p><b>HOLME HOUSE</b></p>		
<p><b>49</b></p> <p>Conference instruct the NEC that during the next round of pay submissions to the PSPRB that the in-equality of the current Band 3 pay scale for prison officers is addressed and that all ACH payments are made fully pensionable (ACHP) as with the Band 4, Band 5 and closed grade prison officers that have recently signed in to the F&amp;S pay scale.</p> <p><b>LANCASTER FARMS</b></p>		
<p><b>50</b></p> <p>NEC to instruct the employer to make arrangements for this ACH to be made pensionable to bring Band 3 Officers in line with Bands 4 and 5.</p> <p><b>HOLME HOUSE</b></p>		
<p><b>51</b></p> <p>For the NEC to support our closed grade staff to ensure that their pay matches Fair and Sustainable pay (including F&amp;S basic and unsociable pay).</p> <p><b>WHATTON</b></p>		
<p><b>52</b></p> <p>That Conference instructs the NEC, that once a pay increase has been put in place and a date that pay increase should be made from, if members of this Union do not get that pay rise on the date then a financial award be sought for all members, this is to stop members having to wait months to see that increase in their wages.</p> <p><b>PARKHURST</b></p>		
<p><b>53</b></p> <p>That Conference mandates the NEC to seek the viability of recovering lost interest on delayed pay awards going forward.</p> <p><b>WYMOTT</b></p>		

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**54**

That the rewards team at HQ are disbanded over their disgraceful handling of the pay award 2023/2024.

**DURHAM**

**55**

Conference to instruct the NEC to negotiate with HMPPS, that when staff carry out bedwatch duties in their own time, that their travel time is paid at the Payment plus rate regardless of whether they had knowledge of the need to attend before the end of their last shift.

**BURE**

**56**

Conference to instruct the NEC to negotiate with HMPPS, an additional payment for Staff that commit to carry out Bed Watch duties, over and above normal duties, that are then cancelled by HMPPS, within an agreed timeframe.

**BURE**

**57**

That a payment plan must be offered to staff where HMPPS have overpaid staff rather than taking back the monies in one lump sum.

**EXETER**

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



<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>PARLIAMENTARY</b>		
<p><b>58</b></p> <p>That Conference accept Conference Paper 3 Strategic Aims and Objectives, 2024-2029.</p> <p><b>NEC</b></p>		
<p><b>59</b></p> <p>Instruct the NEC to campaign to prevent further privatisation of the prison estate.</p> <p><b>MOORLAND</b></p>		

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