



The Professional Trade Union for Prison,
Correctional and Public and Private
Mental Health Trust Service Providers

POA Annual Conference 2025

Agenda



CONTROL

NOT

CHAOS

Order of Business

Tuesday 13 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
Fraternal Address: Karl Dalton - Southern Ireland POA
Annual Conference Motions

Note: The adoption of the Annual Report 2024 will be placed before Conference at an appropriate time.

Wednesday 14 May

Registration
National Committee for Mental Health Care Services AGM
Annual Conference Motions
Guest Speaker: Mick Whelan – General Secretary ASLEF
Annual Conference Motions
Fraternal Address: Bryan Goodman, Honorary Life Member
Annual Conference Motions
Award Presentations: Cronin Clasps
Annual Conference Motions

Thursday 15 May

Registration
Guest Speaker: The Rt Hon Lord James Timpson
Minister of State for Prisons and Reducing Reoffending
Annual Conference Motions
Guest Speaker: Phil Copple – Director General Chief Executive Officer, HMPPS
Annual Conference Motions
Guest Speaker: Sally Jameson MP for Central Doncaster
Annual Conference Motions
National Chair's Closing Address
General Secretary to close Annual Conference 2025

NB: The above maybe subject to change.

REPORT OF STANDING ORDERS COMMITTEE 2025

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 Chair 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 Chair of Conference:

- (a) will be the Chair, 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 Chair 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

MOTION	NEC SPEAKER	NEC RECOMMENDATION
RULES AND CONSTITUTION		
<p>1</p> <p>Amend Rule 10.6 Candidates for election as National Executive Committee members must be;</p> <p>(a) full members for at least 3 consecutive years of the Union who are willing to stand; and</p> <p>(b) nominated to the General Secretary in writing by a minimum of 5 branches in accordance with duly convened Branch Meetings.</p> <p>NEC</p>		
<p>2</p> <p>The addition of the below, to Rule 10.6</p> <p>The support from no less than 5 branches to stand 10.6 (C).</p> <p>COOKHAM WOOD</p>		
<p>3</p> <p>To amend Rule 19.3 from</p> <p>Rule 19.3 If there is any query or concern relating to the legal advice and assistance scheme or an individual case:</p> <p>(a) it shall be referred first to the Legal Aid Committee; and</p> <p>(b) appeal from any decision of the Legal Aid Committee is to the National Executive Committee (whose decision is final).</p> <p>(c) If any member wishes to appeal the decision of the Legal Aid Committee they must do so within 3 months of the date of the written notification of the Legal Aid Committee's decision, by informing the General Secretary of the intention to appeal and supply the grounds for the appeal in writing.</p> <p>To</p> <p>Rule 19.3 If there is any query or concern relating to the legal advice and assistance scheme or an individual case:</p> <p>(a) it shall be referred first to the Legal Aid Committee; and</p> <p>(b) appeal from any decision of the Legal Aid Committee is to the National Executive Committee (whose decision is final). The member may attend or dial in to either Committee to state their case.</p> <p>(c) If any member wishes to appeal the decision of the Legal Aid Committee they must do so within 3 months of the date of the written notification of the Legal Aid Committee's decision, by informing the General Secretary of the intention to appeal and supply the grounds for the appeal in writing.</p> <p>BELMARSH</p>		
<div data-bbox="116 2047 189 2123">1</div>		

MOTION	NEC SPEAKER	NEC RECOMMENDATION
<p>4</p> <p>Request a change to the Rules and Constitution to increase committee size from</p> <p>Rule 20.2(c) 3 to 5 other Committee Members</p> <p>To</p> <p>Rule 20.2(c) 3 to 7 other Committee Members.</p> <p>BERWYN</p>		
<p>5</p> <p>Oakhill Branch call upon the Conference and NEC to change the eligibility criteria to be elected to the local branch committee to exclude those members who are elected representatives of their Employers Staff Association as can be the case in the private sector in order to ensure the confidentiality of POA membership by seeking to minimise access to sensitive information by private sector employers and ensuring the POA's responsibilities under Data Protection Act are met. In order to facilitate this motion, there is the need to amend Rule 20.9 by the addition of the following marked in red:</p> <p>Rule 20.9</p> <p>A Branch Committee member:</p> <p>(a) must be a full member of the Union; and</p> <p>(b) ceases to be a Branch Committee member automatically on ceasing to be a full member of the Union; and</p> <p>(c) ceases to be a local branch committee member automatically on election to the Scottish National Committee or the NEC.</p> <p>(d) Must not hold an elected post with their Employers Staff Association and</p> <p>(e) ceases to be a local branch committee member automatically on election to a post with their Employers Staff Association.</p> <p>OAKHILL STC</p>		

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION

**NEC
SPEAKER**

**NEC
RECOMMENDATION**

6

Amend Rule 21.2b from

Functions Rule 21.2 The National Committee for Secure Health Care Services will:

(a) recommend the manner in which members of the Union employed in Secure Health Care Units further their aims, objectives and professional aspirations;

(b) be responsible for the organisation of all members in Secure Health Care Units; and

(c) liaise with and support members in all Secure Health Care Units.

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Functions Rule 21.2 The National Committee for Secure Health Care Services will:

(a) recommend the manner in which members of the Union employed in Secure Health Care Units further their aims, objectives and professional aspirations;

(b) be responsible for the organisation of all members in Secure Health Care Units and prison health settings; and

(c) liaise with and support members in all Secure Health Care Units.

RAMPTON

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION		NEC SPEAKER	NEC RECOMMENDATION
SECURITY AND CUSTODY			
7 For the NEC to condemn the employer for the lack of effective preventative measures in place to combat illegal drone activity within the custodial environment. HULL			
8 Conference condemn the failure of HMPPS in the their lack of achievements in stopping “drones” delivering illegal items into our workplaces, these are destabilising the safety of prisons and placing further risk to an already violent and chaotic workplaces for our members to work in. The POA seek urgent action from the employer to make prisons safer. NEC			
9 That Conference debate the heightened risks facing colleagues due to illegal drone activity, the effectiveness of current physical security measures and the realistic possibility of prisoners in custody gaining access to firearms. HULL			
10 That all category A, B and C prisons are fitted with electronic counter measure systems to prevent drones from flying into prisons in any weather. WANDSWORTH			
11 That all category A, B and C prisons are fitted with suitable robust netting to prevent the flow of illegal items being delivered to prisoners in HM Prisons by drones. This to be completed ASAP. WANDSWORTH			
12 That the banning of vaping in prisons (for staff) is treated as a national issue, against a local one. WYMOTT			
13 Conference mandates the NEC to engage with the employer to provide a fully funded crime in prisons lead, within each establishment. NEC			
7			

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION	NEC SPEAKER	NEC RECOMMENDATION
<p>14</p> <p>Conference debate the impact that the new categorisation changes will have on the stability of the open estate namely, the (Ministers and HMPPS) changes we are seeking to make to the categorisation policy are to:</p> <ol style="list-style-type: none"> 1. Allow offenders to access open conditions from 5 years from release, replacing the current requirement of 3 years from release; as well as 2. Introduce a permanent presumptive risk assessment into the policy and the digital categorisation tool, replacing the Temporary Presumptive Recategorisation Scheme (TRPS). <p>NEC</p>		
<p>15</p> <p>Conference instructs the NEC to negotiate with HMPPS for all band 3,4,5s, in the Open Estate to be issued with Pava and Batons whilst performing their duties.</p> <p>KIRKHAM</p>		
<p>16</p> <p>Conference mandates the NEC to engage and lobby the employer to provide additional resources into the Open Estate by way of Dedicated Search Team.</p> <p>SUDBURY</p>		
<p>17</p> <p>Conference mandates the NEC to engage and lobby the employer to provide additional resources into the Open Estate by way of Dedicated Security Team.</p> <p>SUDBURY</p>		
<p>18</p> <p>With the introduction of TPRS and the reduction of the custodial part of the sentence, prisoners are being moved to open conditions before they are suitable. Please lobby HMPPS for full PPE to be issued in the open estate i.e. Parva and Extendable Batons.</p> <p>STANDFORD HILL</p>		
<p>19</p> <p>Conference instructs the NEC to negotiate with HMPPS for all band 2s in the Open Estate to be issued with Pava whilst performing their duties.</p> <p>KIRKHAM</p>		
<div>9</div>		

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION	NEC SPEAKER	NEC RECOMMENDATION
<p>20</p> <p>With the introduction of TPRS and the reduction of the custodial part of the sentence, prisoners are being moved to open conditions before they are suitable. Please lobby HMPPS for full C&R Advance Teams to be implemented in the Open Estate.</p> <p>STANDFORD HILL</p>		
<p>21</p> <p>Conference mandates the NEC to engage and lobby the employer to provide Batons and Pava to the Open Estate during day state as standard practice. This is attributed to the level of unsuitable prisoner allocations to the Open Estate.</p> <p>SUDBURY</p>		
<p>22</p> <p>Conference instructs the NEC to negotiate with HMPPS to increase the Staffing compliment in the Open Estate due to the changing nature of the estate after the recent sentencing review.</p> <p>KIRKHAM</p>		
<p>23</p> <p>That Conference instruct the NEC to negotiate with HMPPS for a policy whereby any Prisoner who commits a serious assault against a member of Staff is immediately transferred out of the establishment.</p> <p>LIVERPOOL</p>		
<p>24</p> <p>Conference mandate the NEC to enter into discussions with HMPPS to gain more realistic financial support package when a prison service dog retires.</p> <p>WAKEFIELD</p>		
<p>25</p> <p>Conference instructs the NEC to negotiate with HMPPS for the removal of pre record from Body Worn Video Cameras as the default setting.</p> <p>WETHERBY</p>		
<p>26</p> <p>Conference instructs the NEC to engage with HMPPS to determine that Fitness Trackers are allowed into establishments for staff.</p> <p>BERWYN</p>		
<div>11</div>		

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION	NEC SPEAKER	NEC RECOMMENDATION
HEALTH AND SAFETY		
27 That Conference debate the effectiveness of the 2019 Health and Safety protocol. LIVERPOOL		
28 Conference instructs the NEC to challenge HMPPS on their adherence and interpretation of the 2019 Health and Safety protocol. LIVERPOOL		
29 Conference instructs the NEC to report HMPPS to the Health and Safety Executive for the stress caused to our members by managers within HMPPS who engage in bullying, harassment, victimisation and discrimination. BELMARSH		
30 Conference mandates the NEC to engage and lobby the employer to provide additional resources to the effected establishments in line with the fire safety project due to the collapse of ISG, the necessary and critical fire safety work has been put on a temporary halt with no additional resources put in place until the fire safety work recommences. SUDBURY		
31 The POA update the conference policy from Staff uniform to be Black and Whites TO staff uniform Fit for purpose and nationally agreed. COOKHAM WOOD		
32 That the NEC engage with HMPPS to discuss the Roll out of Utility Vests as standard issue PPE. BERWYN		
33 That the downgrading of operational staff uniform is halted immediately, and the traditional uniform of White shirt and tie with epaulettes and black trousers is preserved. WANDSWORTH		
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REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION		NEC SPEAKER	NEC RECOMMENDATION
34 That the NEC engage with HMPPS to agree and roll out soft uniform inline with other Public Services. BERWYN			
EQUALITIES			
35 That Conference instructs the NEC to negotiate a policy for breastfeeding mothers returning to work following maternity leave. NEC			

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION	NEC SPEAKER	NEC RECOMMENDATION
OPERATIONS		
<p>36</p> <p>The POA make it policy that any new prison or any prison that enters a Re-Role process will then be added to any ongoing agreed Pilot schemes or any agreed future prison program that are being rolled out for the appropriate category/type of prison.</p> <p>COOKHAM WOOD</p>		
<p>37</p> <p>To debate prison performance against safety, sending a clear message to HMPPS that our safety is non-negotiable.</p> <p>WYMOTT</p>		
<p>38</p> <p>Conference debate the violence levels across the estate and local SMTs response to this.</p> <p>COOKHAM WOOD</p>		
<p>39</p> <p>That Conference accepts that we are almost back at pre pandemic levels of violence/chaos and disorder, and that we collectively condemn HMPPS for their failure to recognise the lessons learned from the pandemic and incorporate these lessons into prison regimes. In 2020 the POA warned the employer that unless we learned the lessons from the data available during the pandemic, that we would be back at pre pandemic levels of violence chaos and disorder in 2024/25. That is now unfortunately the position.</p> <p>NEC</p>		
<p>40</p> <p>This Conference mandates the NEC to oppose the Clustering/merging of Prisons where it is at the detriment of our members.</p> <p>HOLLESLEY BAY</p>		
<p>41</p> <p>Conference to instruct the NEC to resist the single governance merger of HMP Hollesley Bay and HMP Warren Hill.</p> <p>WARREN HILL</p>		
<p>42</p> <p>We propose that Conference debate the detrimental effect to members of Mergers/Clustering and develop a policy to resist such when they are proposed.</p> <p>HOLLESLEY BAY</p>		

MOTION	NEC SPEAKER	NEC RECOMMENDATION
HR		
<p>43</p> <p>Conference condemns the failed experiment that was the band 4 diploma in the youth estate.</p> <p>COOKHAM WOOD</p>		
<p>44</p> <p>The NEC discuss with HMPPS to extend the rigid limits on return to work and light duties beyond 3 months.</p> <p>PARKHURST</p>		
<p>45</p> <p>For the NEC to negotiate with the employer to allow the option of 39 and 41 hour contracts for Operational Support Grades.</p> <p>ERLESTOKE</p>		
<p>46</p> <p>For the NEC to negotiate with the employer to increase the length of Statutory Parental Bereavement Leave to 12 weeks full pay from 2 weeks statutory pay.</p> <p>ERLESTOKE</p>		
<p>47</p> <p>That Conference instructs the NEC to negotiate a policy for a raise in bereavement leave to 12 weeks paid leave following baby loss or the death of a child.</p> <p>NEC</p>		
<p>48</p> <p>For the NEC to negotiate with the employer to increase Parental Leave (up to a maximum of 6 weeks).</p> <p>ERLESTOKE</p>		
<div data-bbox="116 2047 189 2123">19</div>		

MOTION	NEC SPEAKER	NEC RECOMMENDATION
<p>49</p> <p>Conference accept that the processes which are designed to address completely unacceptable behaviour by managers highlighted by our members is not fit for purpose, and that too often unacceptable behaviour by a manager is simply overlooked/ignored or covered up. Conference recognises that the report produced by Jennifer Rademaker commissioned by senior leaders over 18 months ago has been on the desk of senior leaders for over a year, we hypothesise that some of the content must be unpalatable, that the report simply highlights issues we are already aware of, that some managers bully and victimise some of our members, conference calls on HMPPS to publish the report in its entirety and get on and deal with the report recommendations.</p> <p>NEC</p>		
<p>50</p> <p>Conference mandates the POA NEC to engage with the Employer to disband the in-effective Tackling Unacceptable Behaviour Unit which holds little if any authority in addressing unprofessional conduct and breaches of professional standards when involving Senior Manager(s) and Leader(s) and be replaced with a Professional Standards Directorate (PSD) that has the authority to investigate and hold to account all HMPPS Staff regardless of grade, rank and or position.</p> <p>WHATTON</p>		
<p>51</p> <p>Conference to debate the current Conduct & Discipline Process and whether it is fit for purpose as well as the disproportionality in the way disciplinary sanctions are imposed.</p> <p>WHATTON</p>		
<p>52</p> <p>Conference debate the wrongful application of PSI 6/10 section 6 suspensions and the impact a suspension from work has on POA members.</p> <p>NEC</p>		
<p>53</p> <p>Conference instructs the NEC to meet with the employer and seek to add a paragraph to section 6 PSI 6/10 to ensure when any member of staff is suspended, they are submitted for monthly mental health referrals specifically relating to their suspension and the impact suspension is having on their health.</p> <p>NEC</p>		
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MOTION	NEC SPEAKER	NEC RECOMMENDATION
<p>54</p> <p>Conference directs the NEC to inform the employer that use of the teams recording function in relation to disciplinary hearings ceases with immediate effect. All interviews and transcripts should be carried out as per PSI 6/2010 to ensure they present an accurate reflection of what was said at every stage of the process.</p> <p>NEC</p>		
<p>55</p> <p>Conference mandates the POA NEC to engage with the Employer for HMPPS to cease using Microsoft Teams and Digital recording devices such as Dictaphone's to conduct disciplinary and grievance hearing(s) as the quality of audio and transcription which does not provide and accurate verbatim transcript of the hearing, placing our members at detriment due to the fact that important information can be missed which is vital in any subsequent appeal(s) or hearings.</p> <p>WHATTON</p>		
<p>56</p> <p>Conference instructs the NEC to negotiate with employer to mandate the use of PACE machines.</p> <p>WETHERBY</p>		
<p>57</p> <p>Conference mandates the POA NEC to engage with the employer to revisit the Conduct and Discipline Policy PSI-06-2010 and change the way that cases that amount to Gross Misconduct and subsequent appeals are heard, the decision should not simply rest with a singular Decision Manager/Hearing Authority but by a hearing panel, of which one must be a independent trade union official, in doing so we will ensure that our members will have a fair hearing.</p> <p>WHATTON</p>		
<p>58</p> <p>Conference instructs the NEC to negotiate with HMPPS to mandate that all Conduct and Discipline Hearings should be in person and not virtual.</p> <p>WETHERBY</p>		
<p>59</p> <p>Conference to debate the effectiveness and reliability of HR Case Managers during disciplinary, FHARMS and Grievance Hearings in which their advice leads to detrimental outcomes for our member(s).</p> <p>WHATTON</p>		
<div>23</div>		

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION	NEC SPEAKER	NEC RECOMMENDATION
<p>60</p> <p>Conference mandates the POA NEC to engage with the Employer to ensure that HR Caseworkers are versed and are sufficiently trained in HMPPS policies when advising decision managers to prevent managers from making ill-informed and ill-advised decisions.</p> <p>WHATTON</p>		
<p>61</p> <p>The NEC negotiate with HMPPS to get the attendance Management Policy's trigger points extended for operational staff, so that it reflects the physical and mental demands of the job.</p> <p>FRANKLAND</p>		
<p>62</p> <p>That Conference instruct the NEC to insist upon HMPPS that any shift patterns produced by the Centre for establishments MUST comply with the guidance on red hours in the Finance Manual.</p> <p>LIVERPOOL</p>		
<p>63</p> <p>Conference mandate the NEC to approach HMPPS to remove the necessity of core competence being submitted for individuals that have been temporary promoted for a period of six months or more.</p> <p>This would only be in their home establishment.</p> <p>WAKEFIELD</p>		
<p>64</p> <p>The NEC requests HMPPS to conduct a full and comprehensive review of the recruitment process for operational prison staff. The review should aim to address the limitations of the online recruitment process and incorporate face to face interaction to get a better assessment of a candidates interpersonal skills, resilience and suitability for the demands of the job.</p> <p>FRANKLAND</p>		
<p>65</p> <p>Conference mandates the NEC to request and negotiate with HMPPS, for new entry prison officer training to be reviewed to ensure the completed training is fit for purpose.</p> <p>MAIDSTONE</p>		
<p>66</p> <p>Conference instructs the NEC to negotiate with HMPPS for a total review of recruitment, training and promotion assessments within HMPPS.</p> <p>WETHERBY</p>		

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION	NEC SPEAKER	NEC RECOMMENDATION
<p>67</p> <p>To mandate that the NEC instruct HMPPS to invest in its workforce and return to training sessions for staff and not E-Learning, which is not fit for purpose. There is no requirement from E-Learning to prove that staff have completed and understood the subject. It is a tick box test at the end that can be taken as many times as needed to get over the pass mark of 80%.</p> <p>WOODHILL</p>		
<p>68</p> <p>To mandate that the NEC instruct HMPPS to invest in its workforce and roll out IPD (Individual Professional Development) sessions to Band 2 OSG's who are routinely exposed to inappropriate language and behaviour during the monitoring of pin phones, and who must view violence against staff and prisoners repeatedly whilst monitoring CCTV and Body Worn Camera footage.</p> <p>WOODHILL</p>		
<p>69</p> <p>Conference mandates the NEC to request and negotiate with HMPPS for HMPPS to provide a dedicated budget for wellbeing in establishments additional to the Governor's budget.</p> <p>MAIDSTONE</p>		
<p>70</p> <p>For Conference to recognise the employers lack of respect, reward and recognition given to employees on reaching key milestones in long service. Conference mandate the NEC to engage with the employer to improve reward and recognition provided by the employer for long serving members.</p> <p>HULL</p>		
<p>71</p> <p>Conference instructs NEC to engage with HMPPS to enable staff to undertake PP/ Bedwatches / Constant watches whilst on Annual Leave or TOIL.</p> <p>BERWYN</p>		
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REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION	NEC SPEAKER	NEC RECOMMENDATION
TDIP		
<p>72</p> <p>Conference debate the disastrous impact benchmarking had on POA members, and the insidious relationship between benchmarking and the workforce delivery model which is in effect benchmarking 2 without the bells and whistles.</p> <p>DURHAM</p>		
<p>73</p> <p>Conference instructs the NEC to reiterate its already communicated position to the employer that we do not accept that safe staffing levels can be set through staffing ratios. That the NEC inform the employer that we do not agree with the workforce delivery model because it is simply a repeat of the failed benchmarking process, and we remind the employer that staffing ratios were removed through the introduction of the regime management plan under section 9.</p> <p>DURHAM</p>		
<p>74</p> <p>That Conference accepts that any attempt to increase the non-effective by moving existing resources from the profile to the non-effective is nothing more than smoke and mirrors and contrary to the stated position of this Union. The current non-effective is funded separately from the profile and given as 20% of the TSF/PSF it incorporates annual leave sickness and training and whilst woefully inadequate to meet current needs it is nonetheless separately funded.</p> <p>Conference accepts that the stated NEC position to only profile to 20% is the only way to secure any future real increase in the non-effective, further Conference accepts that any staffing shortfalls are addressed by correct management of the RMP not sleight of hand.</p> <p>NEC</p>		
<p>75</p> <p>Conference to condemn the employer for the waste of public funds and time they spent to date on the SANEO project.</p> <p>NEC</p>		

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION		NEC SPEAKER	NEC RECOMMENDATION
SECURE HEALTH			
<p>76</p> <p>We ask Conference and the NEC to support Mersey Care Branch to campaign and negotiate with the Mersey Care NHS Trust equivalent terms and conditions for those members on Bank Contracts (zero hours), with our members on substantive contracts.</p> <p>MERSEY CARE</p>			
<p>77</p> <p>We ask Conference and the NEC to support Mersey Care Branch to campaign and negotiate with the Mersey Care NHS Trust to agree secure hospital lead pay is index linked.</p> <p>MERSEY CARE</p>			

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION	NEC SPEAKER	NEC RECOMMENDATION
PAY		
<p>78</p> <p>Conference mandates the POA NEC to engage with the Employer to introduce a Retention Fee to be paid by HMPPS namely by the establishment of whom the staff have agreed to undertake bedwatch and or external escorting duties on a rest day in the event that they are then cancelled and or stood down, in which the staff member will receive recompense for the time that they have given up there time to undertake those duties.</p> <p>WHATTON</p>		
<p>79</p> <p>That the NEC negotiate the Band 3 operational base rate of pay be a true reflection of the work undertaken and required in comparison to Band 3 non-operational.</p> <p>The difference of 20% unsocial pay is not sufficient for the work conducted.</p> <p>BERWYN</p>		
<p>80</p> <p>For the NEC to negotiate with the employer a pay increment scale similar to Band 3 and Band 5 with respect to the Band 4 role as this currently does not exist.</p> <p>LEWES</p>		
<p>81</p> <p>To instruct the NEC to engage in negotiations with the employer regarding the matter of locality pay in regions of the country where cost of living, particularly housing expenses, is generally elevated compared to other regions.</p> <p>LEWES</p>		
<p>82</p> <p>To instruct the NEC to negotiate with the employer to bring annual leave in line with other Civil Service departments. Other Civil Service departments enjoy the benefit of an additional 5 days leave after completion of 5 years, as opposed to 10 years within the Prison Service.</p> <p>LEWES</p>		
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MOTION	NEC SPEAKER	NEC RECOMMENDATION
PENSIONS		
<p>83</p> <p>Conference mandate the NEC to engage with the relevant agencies to ensure that pensions and lump sums due to staff, either retiring or semi-retiring, are paid within 14 days of the retiral or semi-retiral date. At present the service being provided is unacceptable.</p> <p>EDINBURGH</p>		
<p>84</p> <p>That the NEC Negotiate with HMPPS To propose the inclusion of overtime/payment plus (PP) in the calculation of pensionable earnings, ensuring that employees receive fair retirement benefits reflective of their total work contributions.</p> <p>BERWYN</p>		
<p>85</p> <p>That the NEC negotiate with HMPPS that when a Band 3 F&S Officer moves to a 39 or 41hr contract, the additional Hours be pensionable.</p> <p>BERWYN</p>		

MOTION	NEC SPEAKER	NEC RECOMMENDATION
MATTERS AFFECTING THE UNION		
86 That Linden House is renamed Simpson House in memory of Joe Simpson previous Deputy General Secretary. NEC		
87 To add immigration services into the POA tag line. To read The Professional Trade Union for Prison Correctional, Public and Private Mental Health Trust Services Providers and Immigration Services. MANSTON		
88 That the POA supply POA badges with a poppy. MAIDSTONE		
89 The POA update the criteria for a young member from the current age of 30 to the age of 35 in line with the rest of the trade union movement. COOKHAM WOOD		
90 Conference debate mental health and the affect it has on our members, the NEC hold a mental health awareness day/week, determined by Conference led by this Union. PARKHURST		
91 For the NEC to develop a communications strategy, with the aim of sending key messaging and information in a digital format throughout the year to branch committees: to share as directed by the NEC in the workplace, on social media platforms and with local media if appropriate. HULL		
92 Conference instruct the NEC to set up a branch based working party for the consideration of a transition to a digital process. The working party to recommend proposed rule updates at Conference 2026. BROADMOOR		
<div>37</div>		

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION	NEC SPEAKER	NEC RECOMMENDATION
<p>93</p> <p>Conference instructs the NEC to prohibit any lobbying of branch officials relating to the business of Conference. All debates should be held in the Conference Hall.</p> <p>BELMARSH</p>		
<p>94</p> <p>Conference instructs the NEC to negotiate a formal recognition agreement so that we have legally binding collective bargaining rights on your conditions of employment.</p> <p>BELMARSH</p>		
<p>95</p> <p>Conference instructs the NEC to negotiate a legal buffer clause with the Union Solicitors when the 51% threshold of success is not met; but fighting the case is in the best interests of the membership.</p> <p>BELMARSH</p>		
<p>96</p> <p>NEC to instruct the Union Solicitors to send out a client survey after EVERY interaction so we can measure members satisfaction in relation to the services provided.</p> <p>BELMARSH</p>		
<p>97</p> <p>Conference instructs the NEC to ballot the membership if the POA ever proposes a no strike agreement.</p> <p>BELMARSH</p>		
<p>98</p> <p>Conference to debate the current disputes resolution policy under PSO 8525 and its effectiveness, as well as the impartiality, accountability of the Employee Relations Team.</p> <p>WHATTON</p>		
<p>99</p> <p>Conference mandates the POA NEC to engage with the employer and to mandate the National Disputes Committee to provide POA Branch Official(s) who's establishments have an official dispute registered with ER Disputes Team, with an officially documented update on any, progress made, areas agreed and what was discussed on their dispute, to ensure that an up to date and reflective engagement log is maintained to assist with future discussions.</p> <p>WHATTON</p>		
<div>39</div>		

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION	NEC SPEAKER	NEC RECOMMENDATION
<p>100</p> <p>Conference to mandate the POA NEC to engage with the employer to revise and or revisit the current disputes resolution policy to ensure that there is greater accountability and ownership of senior managers and employee relations team who cannot follow or seek to circumvent the engagement process, to compel Senior Managers to engage with local branch officials.</p> <p>WHATTON</p>		
<p>101</p> <p>Conference instructs the NEC to lodge a National Dispute for the stress caused to our members by managers within HMPPS who engage in bullying, harassment, victimisation and discrimination.</p> <p>BELMARSH</p>		
<p>102</p> <p>That Conference instruct the NEC maintain and publish a central record of all NEC decisions taken in line with the Rules and Constitution from the close of Conference 2025.</p> <p>DURHAM</p>		

REMARKS	CONFERENCE DECISION	DISPOSAL OF MOTION

MOTION	NEC SPEAKER	NEC RECOMMENDATION
PARLIAMENTARY		
<p>103</p> <p>For Conference to mandate the NEC to engage with the employer to renegotiate Annex B of the existing Crime in Prison Referral Agreement between HMPPS, National Police Chief's Council and the Crown Prosecution Service; to recognise that assaults on HMPPS operational staff fall within the Assaults on Emergency Workers (Offences) Act 2018 and as such, that assaults that cause little or no injury are to be handled under this act and should be investigated by the police and considered for prosecution unless directed otherwise by the victim of the assault.</p> <p>HULL</p>		
<p>104</p> <p>Conference debate the impact the Labour Government has had so far, in achieving the priorities contained within Strategic Aims and Objectives 2024 - 2029 - 5 Year Plan.</p> <p>NEC</p>		
<p>105</p> <p>Conference instructs the NEC to challenge Government policy, that was enacted after the 2017 Taylor report, to close all Young Offender Institutes and replace them with secure schools.</p> <p>WETHERBY</p>		
<p>106</p> <p>Conference instructs the NEC to lobby Government to repeal the law that allows charities to run custodial and secure settings.</p> <p>WETHERBY</p>		

