



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

# POA Annual Conference 2026

## Agenda

**FIGHTING TOGETHER**  
**WINNING TOGETHER**



# Order of Business

## Tuesday 12 May

Registration  
Standing Orders Report  
Election of Scrutineers and Tellers  
Adoption of Standing Orders Report  
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: The Rt Hon Lord James Timpson**  
**Minister of State for Prisons and Reducing Reoffending**  
Annual Conference Motions  
**Guest Speaker: Claudia Melo from the Sintraemdes Public Sector Union, Colombia**  
Annual Conference Motions  
**Guest Speaker: Michelle Jarman-Howe, Director General Operations, HMPPS**  
Annual Conference Motions  
**Fraternal Address: Stewart McLaughlin HLM**  
Annual Conference Motions

*Note: The adoption of the Annual Report 2025 will be placed before Conference at an appropriate time.*

## Wednesday 13 May

Registration  
**National Committee for Mental Health Care Services AGM**  
**Guest Speaker: Alice Foyle Service Director West London NHS Trust Broadmoor Hospital**  
Annual Conference Motions  
**Guest Speaker: Beverley Wall - Director General Northern Ireland Prison Service**  
Annual Conference Motions  
**Award Presentations:**  
**Steve Oxby Representative of the Year, Cronin Clasp & Mabel Hempton**  
**Guest Speaker: Jonathan Hall KC**  
Annual Conference Motions  
**Fraternal Address: Southern Ireland Delegation**  
Annual Conference Motions

## Thursday 14 May

Registration  
Annual Conference Motions  
**Guest Speaker: Fran Heathcote - General Secretary PCS**  
Annual Conference Motions  
National Chair's Closing Address  
General Secretary to close Annual Conference 2026

## REPORT OF STANDING ORDERS COMMITTEE 2026

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 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  
TERRY McCARTHY – SECRETARY  
DAVE FERRY - NEC  
PHIL HANNANT – NEC  
JIM McCABE – VICE CHAIR SCOTLAND

**SCRUTINEERS & TELLERS**

KAREN HENRY  
NIALL McINTOSH  
BRIAN STENNETT  
PHIL TUCK

<b>MOTION</b>	<b>NEC SPEAKER</b>	<b>NEC RECOMMENDATION</b>
<b>RULES AND CONSTITUTION</b>		
<p><b>1</b></p> <p>Rule 2.1 add (o)</p> <p>The promotion of equality for all including through collective bargaining, publicity material and campaigning, representation, union organisation and structures, education and training, organising and recruitment, the provision of all services and benefits and all other activities.</p> <p><b>NEC</b></p>		
<p><b>2</b></p> <p>Conference to add Rule 3.3 to the Rules and Constitution.</p> <p>Information relating any POA matters requested by a full member to the General Secretary must be provided unless.</p> <p>(a) If to do so will hinder any negotiations with the employer.</p> <p>(b) Violate any data protection policies.</p> <p>All requests must be dealt with in 1 calendar month and if a request is refused, the General Secretary must respond to the member with a justification for their decision, the member has a right to appeal to the NEC for their decision.</p> <p><b>WHATTON</b></p>		
<p><b>3</b></p> <p>Amend Rule 10.1 From</p> <p>Rule 10.1 – Membership</p> <p>The National Executive Committee members comprise</p> <p>(a) The Chair,</p> <p>(b) The General Secretary,</p> <p>(c) The Vice Chair,</p> <p>(d) The Deputy General Secretary; and</p> <p>(e) 6 National Executive Committee Members (NEC).</p> <p>To read</p> <p>Rule 10.1 – Membership</p> <p>The National Executive Committee members comprise</p> <p>(a) The Chair,</p> <p>(b) The General Secretary,</p> <p>(c) The Vice Chair,</p> <p>(d) The Deputy General Secretary; and</p> <p>(e) 7 National Executive Committee Members (NEC), one of whom shall be the NEC Member (Private Sector Services).</p> <p><b>GATWICK IRC</b></p>		

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**4**

Amend Rule 10.6 From  
Rule 10.6 – Eligibility

Candidates for election as National Executive Committee members must be:

- (a) full members of the Union who are willing to stand; and
- (b) nominated to the General Secretary in writing by Branches in accordance with duly convened Branch meetings.

To read

Rule 10.6 – Eligibility

Candidates for election as National Executive Committee members must be:

- (a) full members of the Union who are willing to stand; and
- (b) nominated to the General Secretary in writing by Branches in accordance with duly convened Branch meetings.
- (c) A candidate for the post of NEC Member (Private Sector Services) must be a full member employed in Private Sector Services within the scope of Rule 4.1(a) and Rule 22.

**GATWICK IRC**

**5**

Conference to amend the Rules and Constitution to remove Rules 11.3, 11.4 and 11.5 and replace with a new Rule. Ballot papers for elections to the NEC are to be sent to a members registered home address.

**WHATTON**

**6**

Rule 20.2 (e) shall be amended to include the following clause:

Rule 20.2 (e) – NEC Representation for Branch Officials where the member subject to disciplinary or grievance proceedings with their employer is a branch committee official (including Chair, Secretary, Treasurer or other elected branch officer), the National Executive Committee (NEC) shall provide direct representation. This representation shall be undertaken by a designated NEC officer or appointed representative acting under the NEC authority, ensuring impartiality and consistency in the defence of branch leadership.

**BELMARSH**

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**7**

Amend Rule 20.6(d) from

Rule 20.6 To maintain continuity, the elections will be staggered on a recurring 5-year cycle:

- (a) year 1: The Chair and the first other member;
- (b) year 2: any third, fourth and fifth other member;
- (c) year 3: The Secretary and the second other member;
- (d) years 4 and 5 there will be no elections.

To read

Rule 20.6 To maintain continuity, the elections will be staggered on a recurring 5-year cycle:

- (a) year 1: The Chair and the first other member;
- (b) year 2: any third, fourth and fifth other member;
- (c) year 3: The Secretary and the second other member;
- (d) years 4 and 5 the sixth and seventh member.

**NEC**

**8**

Conference mandates the POA NEC to remove Rule 27 from the Rules & Constitution and that all breach of conduct and standards should be investigated by an Assistant General Secretary and the subsequent findings placed before the Conduct Committee.

**SUDBURY**

**9**

Amend Rule 28.1 (a) to read;

Suspend any member from their local branch including branch committee members at local and national level (or both) until the final decision on the case or until the outcome of any appeal, and where appropriate;

**NEC**

**10**

Conference accept Conference Paper 1 as an updated Race Policy for inclusion in POA Rules and Constitution as Annex B.

**NEC**

**11**

Conference accept Conference Paper 2 as an updated Sexual Harassment Policy for inclusion in POA Rules and Constitution as Annex K.

**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>SECURITY AND CUSTODY</b>		
<p><b>12</b></p> <p>Conference welcomes the Jonathan Hall KC Report into separation centres after the attacks on prison staff at Frankland and other High Security Prisons. Conference also commends him for consulting the POA at National Level and speaking to the POA at Local Level.</p> <p><b>NEC</b></p>		
<p><b>13</b></p> <p>Conference mandates the POA NEC to compel the employer to cease the Temporary Presumed Risk Assessment Process (TRPS) for prisoners(s) being allocated to the open estate.</p> <p><b>SUDBURY</b></p>		
<p><b>14</b></p> <p>The NEC will seek a clear national instruction or policy requiring that where late receptions are anticipated or ongoing, a duty Governor remains within the Prison until all receptions are completed and prisoners secured.</p> <p><b>WANDSWORTH</b></p>		
<p><b>15</b></p> <p>Conference instructs the NEC to engage with the employer regarding the notice titled 'Prison contract group notice to operator', specifically the section relating to the do not transfer to section.</p> <p><b>DURHAM</b></p>		
<p><b>16</b></p> <p>That Conference debates the current Adjudication system and the accountability of Governors who "Adjourn", "not proceeded with" or "out of time".</p> <p><b>STYAL</b></p>		

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

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>HEALTH AND SAFETY</b>		
<p><b>17</b></p> <p>That Conference condemns Serco's ongoing failures in prisoner transport which is now directly compromising the health, safety, and wellbeing of our members.</p> <p><b>BULLINGDON</b></p>		
<p><b>18</b></p> <p>Conference to debate the levels of violence within the Prison Estate.</p> <p><b>DURHAM</b></p>		
<p><b>19</b></p> <p>Conference asks the NEC to set up a working committee group to specifically engage with the employer to reduce the levels of violence across the Prison Estate.</p> <p><b>DURHAM</b></p>		
<p><b>20</b></p> <p>The POA to ballot our OSG members on taking strike action in relation to working conditions.</p> <p><b>COOKHAM WOOD</b></p>		
<p><b>21</b></p> <p>That Conference debate the introduction of electrical equipment onto Prison landing/wings/In cells without the required fire risk assessment being in place and the impact on POA members.</p> <p><b>NEC</b></p>		
<p><b>22</b></p> <p>To give our workshop officers PPE ie batons, PAVA to protect themselves whilst carrying out their duties.</p> <p><b>BRISTOL</b></p>		
<p><b>23</b></p> <p>Conference mandates the POA NEC to engage with the employer to cease using lone working within the open estate when resourcing and setting staffing complements within Open Prisons.</p> <p><b>SUDBURY</b></p>		



<b>MOTION</b>	<b>NEC SPEAKER</b>	<b>NEC RECOMMENDATION</b>
<p><b>24</b></p> <p>Conference mandates the POA NEC to Compel the employer to install General Alarms within all Open Prisons and to ensure that they are a mandatory requirement across all estate(s).</p> <p><b>SUDBURY</b></p>		
<p><b>25</b></p> <p>That when RPE Hoods are sent for testing following suspected failure, this testing is completed by an independent assessor not linked to the manufacturer.</p> <p><b>HULL</b></p>		
<p><b>26</b></p> <p>Conference mandates the NEC, in alignment with the protections introduced in the Sentencing Bill, to secure a National HMPPS Protocol that gives robust, consistent protections and support for staff, including after they leave the service.</p> <p><b>USK AND PRESCOED</b></p>		
<b>EQUALITIES</b>		
<p><b>27</b></p> <p>To debate the Prison Service own equality policy and how they apply this to staff.</p> <p><b>STYAL</b></p>		
<p><b>28</b></p> <p>For the NEC to get the employer to issue Pava and Batons as part of personal protective equipment to all officers in the female estate.</p> <p><b>STYAL</b></p>		

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

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>OPERATIONS</b>		
<p><b>29</b></p> <p>Conference mandates the POA NEC to engage with the employer to Introduce Key Work and its respective resources into the open estate.</p> <p><b>SUDBURY</b></p>		
<p><b>30</b></p> <p>That Conference accepts the current OMiC model is not fit for purpose and that an alternative model is sought to be developed jointly by the POA and the employer. Considering the increase in responsibilities placed upon Prison Offender Managers since the introduction of the OMiC model, coupled with a distinct lack of increase in resourcing or remuneration.</p> <p><b>HULL</b></p>		
<p><b>31</b></p> <p>Conference mandates the POA NEC to compel the employer to ensure that all Establishments within the Open Estate have Segregation Units and that they are staffed accordingly to meet the increased risk and demands placed on the open estate due to the population pressures and unsuitable allocations.</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>HR</b>		
<p><b>32</b></p> <p>That Conference mandates the POA NEC to engage with the employer to amend Conduct and Discipline PSI 06/2010 so that the required notice for formal interviews is changed from 48 hours to a minimum of five working days.</p> <p><b>GARTREE</b></p>		
<p><b>33</b></p> <p>For the NEC to negotiate with the employer an amendment to PSI 06/2010 conduct and discipline policy or any negotiations regarding a new policy which are taking place after the release of the Rademaker Report. To have a defined line what the employer can investigate incidences, which takes place out of the workplace.</p> <p><b>WHATTON</b></p>		
<p><b>34</b></p> <p>Conference instructs the NEC to engage with the employer to amend the disciplinary appeals process so that Prison Group Directors (PGDs) do not hear appeals arising from their own region.</p> <p><b>WORMWOOD SCRUBS</b></p>		
<p><b>35</b></p> <p>Conference mandates the POA NEC to engage with the employer to make a revision to the Conduct &amp; Discipline Policy &amp; any subsequent new frameworks, so that disciplinary hearings are conducted by a decision-making panel, to which one member must be an independent member of the trade union this provision must apply to any subsequent appeal.</p> <p><b>SUDBURY</b></p>		
<p><b>36</b></p> <p>That this Union calls for all prison staff who suffer a workplace-related injury to be entitled to claim reasonable expenses incurred during their recovery period—both while off sick and upon returning to duty.</p> <p><b>BULLINGDON</b></p>		
<p><b>37</b></p> <p>Fair pay and retention for Prison Staff</p> <p>Conference to address the inequity in recruitment and deployment incentives, where new starters receive bonuses of up to £12,500 for travel and housing while long-serving staff see no benefit.</p> <p><b>BULLINGDON</b></p>		

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**38**

Accepting many staff work far more than 20% unsociable hours of their shift pattern, particularly Operational Support Grades working nights.

The NEC seek to an agreed 20% as a maximum allowed in any shift cycle. Should this prove unachievable the NEC should attempt to secure improved remuneration for any unsocial hours worked that totals more than 20% of the shift cycle.

**WANDSWORTH**

**39**

Conference mandate the NEC to negotiate with the employer that the maximum amount of red hours allowed in a shift pattern is no more than 20% of hours worked.

**LIVERPOOL**

**40**

Conference mandate the NEC to engage with the employer to pay staff in accordance with the amount of unsocial hours worked.

**BERWYN**

**41**

Conference mandate the NEC to negotiate with the employer for an increase in the current PP rate.

**LIVERPOOL**

**42**

For the NEC to submit evidence to PSPRB to pay PP at a rate of £35 per hour for Officers.

**STYAL**

**43**

The NEC negotiate time and a half pay rate for Payment Plus (similar to OSG Overtime) to reflect the demands of Prison Officer work.

**BELMARSH**

**44**

Conference mandate the NEC to negotiate Travel and Subsistence expenses in line with the cost of living and inflation.

**BERWYN**

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**45**

Conference mandate the NEC to negotiate with the employer for an increase in all subsistence allowances.

**LIVERPOOL**

**46**

For the NEC to submit evidence to the PSPRB to give Officers a pay rise starting at £41,750 per year and to re-introduce a pay rising scale of pay with 5 increments over a 10 year period and rising to a payment band of £50,256 and in line with Police Officers rate of pay.

**STYAL**

**47**

For Conference to mandate the NEC to negotiate with the employer, to introduce the mandatory authorisation of "tornado rate" or an equivalent hourly rate of payment. For any member of staff that is called in from home to assist with an incident, due to them being either tornado or negotiator trained. Regardless of whether operation tornado has been activated by gold command.

**CHANNINGS WOOD**

**48**

For the NEC to get the employer to give OSGs a pay rise starting at £31,750 per year and to re-introduce a pay rising scale of pay with 5 increments over a 10 year period and rising to a payment band of £39,750.

**STYAL**

**49**

Conference instructs the NEC to advocate for Officers that take multiple specialist training to be awarded a monetary bonus, award or promotion. Officers (Band 3,4,5) that undertake multiple (2 or more) specialist training such as UoF, TORNADO, ACCT Assessor, First Aid at Work, Negotiator, etcetera.

**BELMARSH**

**50**

Conference to accept that amount of toil owed to POA members is astronomical costing into the millions and not all toil was worked voluntary. Therefore, we ask the Conference to instruct the NEC to engage with the employer to set up a system which will allow our members to be paid for the toil owed if they so wish.

**LEEDS**

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**51**

We request that an evidence-based review of the B4-B5 pay differential be undertaken in the YCS.

**WERRINGTON**

**52**

That Conference recognises that the Prison Offender Manager role should be re-evaluated as a Band 5 position.

**HULL**

**53**

The NEC to engage with the employer to allow an option to buy more leave in line with other large employers. To the benefit of POA members.

**LEEDS**

**54**

Conference mandates the NEC to open discussions with our employer in regard to the presentation of an extended/continuous service medal for all staff remaining in service beyond their original 20-year qualifying period.

**CARDIFF**

**55**

Conference mandates the NEC to open discussions with our employer in regard to increasing the qualifying trigger point for attendance management purposes from 8 to 14 days for all staff over the age of 60.

**CARDIFF**

**56**

That Conference mandates the POA NEC to engage with the employer to amend the Supporting Attendance Policy and procedure so that line managers are required to provide an outcome, with reasons, at the conclusion of an unsatisfactory attendance meeting rather than within five days after the meeting.

**GARTREE**

**57**

That Conference debates the employers refusal to fund the additional unfunded pressures on Prison Regimes and the impact on our members.

**NEC**

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**58**

Conference mandate the NEC to engage with the employer and allow Band 4 and 5 the option to move into 39 or 41hr contracts as ACHP.

**BERWYN**

**59**

Conference instructs the NEC to engage with the employer to ensure that no member of staff who is exiting the service is disadvantaged due to the new pension provider CAPITA being unable to provide medical inefficiency compensation estimates in a timely manner.

**DURHAM**

**60**

Conference mandate the NEC to engage with the employer and re-evaluate the Band 3 Job Description.

**BERWYN**

**61**

NEC to negotiate with the employer to change the way promotions to Custodial Managers (CMs) is conducted, remove the requirement for a workbook and current assessment and replace it with a training course with assessments to pass.

**WHATTON**

**62**

This Branch calls on Conference to mandate the POA/NEC to support changing disciplinary processes so that staff outcomes are decided beyond reasonable doubt, ensuring fairness and consistency for all.

**USK AND PRESCOED**

**63**

Conference mandates the POA NEC to compel the employer to ensure that all HR Advice that is provided to Prison Service Managers irrespective of grade & rank, in Disciplinary, Grievance, Performance and Sickness related matters is clearly documented, unredacted and available to the member and their respective trade union representative.

**SUDBURY**

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

# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**64**

When a Prison establishment enters a Reroll process, it is essential that a comprehensive and transparent timeline is provided to all staff. Facility time (project work) should also be afforded to the local Reps.

**COOKHAM WOOD**

**65**

Conference mandates the POA NEC to compel the employer to make revisions to Prison Service Instruction 07/2017: Regime Management Planning so that it is prescribed as a mandatory action, that all work must be Profiled as a flexible and or as non-flexible task and that establishments must be resourced accordingly to deliver the work.

**SUDBURY**

**66**

For the NEC to engage with the employer to develop and deliver, in person, Domestic Abuse related training for all staff.

**HULL**

**67**

Calls on Conference to mandate the POA/NEC to stop managers working from home unless the same option is available to all staff.

**USK AND PRESCOED**

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

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<b>SECURE HEALTH</b>		
<p><b>68</b></p> <p>To ask the NEC to lobby Merseycare to give all staff who draw keys in High Secure (Ashworth Hospital) who are not in receipt of Special Hospital Lead and or Recruitment and Retention Premium the higher environmental allowance payment.</p> <p><b>MERSEY CARE</b></p>		
<p><b>69</b></p> <p>We ask the POA to negotiate with the NHS and campaign nationally to introduce free car parking to all our colleagues across the NHS.</p> <p><b>MERSEY CARE</b></p>		
<b>PENSIONS</b>		
<p><b>70</b></p> <p>Conference to debate the failing pension contract provider CAPITA.</p> <p><b>DURHAM</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>MATTERS AFFECTING THE UNION</b>		
<p><b>71</b></p> <p>For the NEC to Fund 1 observer from each branch accommodation, travel and overnight subs to attend Conference.</p> <p><b>WHATTON</b></p>		
<p><b>72</b></p> <p>For the NEC to fund team building or training events each year for each area for branches to send at least 2 of their committee members to attend.</p> <p><b>WHATTON</b></p>		
<p><b>73</b></p> <p>NEC to run Branch Officials Training Courses (BOT) 4 times a year and anymore that demands requires or to cancel if there is no demand.</p> <p><b>WHATTON</b></p>		
<p><b>74</b></p> <p>NEC to run the Advanced Branch Officials Training 2 times a year and anymore that demands requires or to cancel if there is no demand.</p> <p><b>WHATTON</b></p>		
<p><b>75</b></p> <p>Conference to debate Thompsons Solicitors, their perceived effectiveness and support to our members at branch level.</p> <p><b>WHATTON</b></p>		
<p><b>76</b></p> <p>Conference to debate PSO 8525.</p> <p><b>DURHAM</b></p>		
<p><b>77</b></p> <p>Conference to instruct the NEC that it reiterates the importance that local change must go through the local POA Committee via PSO 8525.</p> <p><b>DURHAM</b></p>		
<p><b>78</b></p> <p>Conference instructs the NEC to initiate appropriate legal proceedings against HMPPS for their ongoing refusal to engage in dispute arbitration – whereby their unreasonable behaviour undermines fair industrial relations.</p> <p><b>BELMARSH</b></p>		



# MOTION

*NEC  
SPEAKER*

*NEC  
RECOMMENDATION*

**79**

The POA Withdraw from the social media platform of Twitter/X in any and all capacity.

**COOKHAM WOOD**

**80**

The POA to ballot our OSG members on taking strike action in relation to pay.

**COOKHAM WOOD**

**81**

The POA start to utilise Branch Officials & retired members to assist with BOT Training.

Utilising a wealth of knowledge from the field and also from our Retired Members Section.

**COOKHAM WOOD**

**82**

For Domestic Abuse Training to be sourced and offered to all Branch Officials, to upskill them and help support the wider membership.

**HULL**

**83**

Starting in 2026, for future Annual Reports to cover minutes from April to March (financial year), to allow Conference to receive the most up to date information from National Whitley Meetings. Except for The Annual Report for 2025, this should include minutes from January 2025 to March 2026.

**HULL**

**84**

This Branch proposes that no prisoner working in external employment earns more than a Band 3 Prison Officer.

**LEYHILL**

**85**

The NEC engage in regular consultations with HMPPS to ensure that the recognised Unions are included in the contractual arrangements with all Private Prisons.

**FIVE WELLS**

**86**

That Conference accept the changes as defined in Conference Paper 3 and that all changes are updated in the Finance Manual.

**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>PARLIAMENTARY</b>		
<p><b>87</b></p> <p>That we take the strongest action possible to resolve the 68 is too late campaign ensuring that our members are afforded the right to retire at 60 without any financial detriment.</p> <p><b>EDINBURGH</b></p>		
<p><b>88</b></p> <p>In addition to the ongoing dialog noted in POA Circular 006-2026 - National Chair Update January 2026, the NEC petition Government to ensure that the Prison Service Pension Scheme provided by Capita is delivered with accuracy, consistency, transparency and in a timely manner and that all information relating to the calculation of members' pensions is freely available to the members it relates to.</p> <p><b>HATFIELD</b></p>		
<p><b>89</b></p> <p>Conference instructs the NEC to research an alternative to the current Civil Service Pension Scheme arrangements given to members through Cabinet Office, with the research and findings to be presented to Annual Conference in 2027.</p> <p><b>HULL</b></p>		
<p><b>90</b></p> <p>Conference instructs the NEC to lobby for the necessary legislative changes to raise the legal test for use of force in misconduct cases from the civil to the criminal standard, ensuring Section 8 of the Prison Act 1952 remains in line with the planned amendments to the Police (Conduct) Regulations 2020.</p> <p><b>HULL</b></p>		
<p><b>91</b></p> <p>The NEC to engage with the employer and Government to give us an independent adjudication system with the power to sentence prisoners up to 4 years as per legislation laid under Prison Rules 1952, section 40CA.</p> <p><b>STYAL</b></p>		
<p><b>92</b></p> <p>That the POA ask the Secretary of State for Justice to introduce a minimum mandatory custodial sentence for any member of prison/probation staff found guilty of having an inappropriate relationship with a prisoner or found guilty of being involved in the trafficking of unauthorised articles.</p> <p><b>NEC</b></p>		

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

<b>MOTION</b>	<i>NEC SPEAKER</i>	<i>NEC RECOMMENDATION</i>
<p><b>93</b></p> <p>Conference debates the disastrous effect some private contracts are having on Prison Regimes and we reiterate our position that the POA opposes Prison Privatisation in all of its forms.</p> <p><b>LEEDS</b></p>		
<p><b>94</b></p> <p>That Conference debates the impact of failing private contracts on our members.</p> <p><b>NEC</b></p>		
<p><b>95</b></p> <p>Conference recognise that the Government could not stand still after inheriting a Criminal Justice System in crisis from the previous Government. We welcome the consultation with the Independent Sentencing Review which has now received Royal Assent and is now legislation, However we wish to send a strong message that without funding and proper foundations in place when released from Prison there are clear dangers to the risk management to our members and the public.</p> <p><b>NEC</b></p>		
<b>INTERNATIONAL</b>		
<p><b>96</b></p> <p>That Conference accept Conference Paper 4 in relation to our International Work.</p> <p><b>NEC</b></p>		

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