

# Prison Governors Association

Representing: The Prison Governors of the United Kingdom



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## Resolutions for the PGA Conference 2010

### Constitutional Amendments

#### Resolution 1

This Conference formally ratifies the new constitution first laid before the 2009 PGA Conference and subsequently amended to incorporate the wishes of that Conference. The Constitution is reproduced in full as Conference paper A. **Proposed: NEC**

#### Resolution 2

##### **Rule 4 Membership**

1. This Conference agrees to change the PGA constitution to replace Rule 4 paragraph (b) with the following;

*Full membership is open to public sector Prison Service governors as follows;*

##### **England & Wales**

*Management grades A to F who qualify by virtue of being in one of the following groups;*

- *Full or part time role holders as operational managers*
- *Managers with a previous operational background who currently work within NOMS in a non-operational post*
- *Those promoted beyond these grades while remaining in a role within NOMS*

*Management grade G's who hold the post of Estates Group site managers and who came through / were promoted through the operational line.*

*Members of the IDS and similar schemes aimed at fast tracking and accelerated promotion for potential governors*

*Members of the DPSM scheme whilst they remain on it or if they achieve accreditation. Members leaving the scheme who have not achieved accreditation will no longer be eligible for PGA membership.*

*Senior Officers who have passed the Operational Manager JSAC and are seeking a posting as a Manager F.*

##### **Scotland**

*Management grade Fs or above who qualify by virtue of being in one of the following groups;*

- *Full or part time role holders as operational managers*
- *Managers with a previous operational background who currently work in establishments or in HQ in a non-operational post*
- *Non-operational managers who work in an establishment and support the delivery of the operational business or participate in the on-call or duty manager rota or hold a current role in the Incident Command Team (ICT)*

## **Jersey, Guernsey and Isle of Man**

Management grades A-F and specialist grades A-F who have been promoted from the Principal Officer grade.

## **Northern Ireland**

Governor grades and those promoted beyond the governor grades. **Proposed: NEC**

### **Resolution 3**

This Conference agrees to change the PGA constitution to remove the final sentence of Rule 4 paragraph (d) in order that it shall read as follows;

*Any member who is transferred under the Transfer of Undertakings (Protection of Employment) Regulations 1981 (TUPE) to work in a private sector prison and who will carry out a broadly similar role to the they were performing in the public sector will be entitled to retain full membership and associated rights. **Proposed: NEC***

### **Resolution 4**

This Conference agrees to change the PGA constitution to replace to replace Rule 5 paragraph (C) with the following;

*Any member whose subscriptions fall three or more calendar months in arrears will initially be notified by e-mail of the need to clear those arrears, and subsequently by writing to their last registered address if contact is not established. Unless the arrears are cleared within three calendar months of the first e-mail contact, membership of the Association shall be suspended along with the right to vote in any PGA election or ballot. At the next monthly NEC meeting the Membership Secretary will provide a report of any such suspensions and seek confirmation that the member's name should be erased from the membership list leading to the loss of any rights, privileges or protection offered by the Association. **Proposed: NEC***

## **Professional Issues**

### **Resolution 5**

This conference has serious concerns about those prisoners who received tariffs up to two years on an Indeterminate Sentence for Public Protection and were sentenced prior to the 2008 Criminal Justice Act amendment being enacted. We call on the government to initiate an urgent review of these cases with a view to immediate release, unless there is clear evidence that they still present an unacceptably high risk of harm to the public. **Proposed: NEC**

### **Resolution 6**

The Prison Governors Association believes that there should be a moratorium on new prison building and instructs the NEC to discuss with the government how they might legislate for sentencing practices that manage the prison population downwards. **Proposed: NEC**

### **Resolution 7**

This conference believes that the current 'War on Drugs' is expensive and ineffective and mandates the NEC to engage with the prisons minister to consider other ways of tackling the drugs problem both within prisons and the wider community. **Proposed: NEC**

### **Resolution 8**

This conference has serious concerns about the IDTS strategy within prisons. Far too many prisoners are maintained on Methadone when they should be undergoing detoxification programmes. Conference calls upon the NOMS board to review the IDTS programme as a matter of urgency. **Proposed: NEC**

### **Resolution 9**

As part of the government's rehabilitation revolution, this Conference urges the government to review the Rehabilitation of Offenders Act 1974 to take account of sentencing inflation. **Proposed: NEC**

### **Resolution 10**

This conference considers that the setting of establishment targets is arbitrary and provides no intelligent way of assessing performance, effectiveness or decency. The NEC are instructed to discuss with the NOMS Board how a full review of target setting can be conducted to produce more meaningful and realistic targets. **Proposed: NEC**

### **Resolution 11**

This conference considers that all operational governors should have the option to be trained in the use of a baton and on completion of that training be allowed to carry a baton whilst on operational duty and mandates the NEC to negotiate such an option with NOMS management. **Proposed: Huntercombe branch**

### **Resolution 12**

This conference mandates the NEC to encourage NOMS to utilise its experience in providing safe, decent and secure custodial services by pro-actively bidding for the management of currently privately-run Immigration Removal Centres, as and when contracts become available, in line with the existing SLAs it already possesses for management of three facilities. **Proposed: Dover**

### **Resolution 13**

In the event of the private sector securing the SLA for any of the current prisons that are public, there will be a possibility of some form of industrial action from other trades unions. Managerial grades represented by the PGA within these prisons, will attend to protect the public and ensure that prisoners are held safely and securely. This conference instructs the PGA NEC to seek NOMS management board assurance, that the commitment and professionalism shown by these managers will be recognised by allowing them to re-enter the Prison Service if they do not accept or are not offered a post with the private sector. **Proposed: Birmingham**

### **Resolution 14**

It is the understanding of this Conference, that before any major changes that could directly or indirectly affect staff or prisoners within NOMS are carried out, an equality impact assessment is legally required to be completed. This conference instructs the NEC to seek assurance from the NOMS management board that they will complete the impact assessments for those prisons currently undergoing a market test and that they will do so for any further prisons that are market tested in the future. **Proposed: Birmingham**

### **Resolution 15**

This Conference instructs the NEC to seek clarification from the Prison Service as to the exact selection criteria for prisons being selected for Market Testing. **Proposed: Birmingham**

### **Resolution 16**

This Conference instructs the NEC to seek clarification from the Prison Service that those operational managers in prisons that are moved over to the private sector be allowed, on entry back into the prison service, to carry over their current conditions of service if they have not accepted those offered by the private contractor. **Proposed: Birmingham**

### **Resolution 17**

This Conference mandates the NEC to call upon the Ministry of Justice to provide a clear and unambiguous statement of the true cost of running a privately contracted prison each year as opposed to within the public sector when all costs are taken into account. This Conference further instructs the NEC to lobby for a reduction in contract length and to oppose the awarding of longer contracts, for example 25 years. **Proposed: West Midland Regional Office**

### **Resolution 18**

This Conference expresses its concern at the increase in both violence against the person and damage to prison property taking place and supports the POA and NOMS agreement on violence reduction. However the NEC are instructed to have further discussions with NOMS on how open consultation with front line staff can take place to develop strategies to address and manage violence and anti social behaviour. **Proposed: HMYOI Lancaster Farms; Secoded HMP Lancaster Castle**

### **Resolution 19**

This Conference instructs the NEC to seek assurances from NOMS that future cuts will not impact upon our ability to provide safe and secure environments for our staff and prisoners. . **Proposed Garth; Secoded Wymott**

### **Resolution 20**

This Conference instructs the NEC to examine with the NOMS board how travel can be made more economical and in particular how video conferencing can be used in Newbold and London. . **Proposed Garth; Secoded Wymott**

### **Resolution 21**

This Conference instructs the NEC to make representations to HMCIP to request that they review their expectations document in the context of the current and unique funding pressures HMPS is experiencing. Many of the current expectations are no longer achievable. **Proposed: Glen Parva**

### **Resolution 22**

This Conference instructs the NEC to express strong reservations to the NOMS management Board about the increased level of risk that is being delegated down to Establishment level, in particular that the management of this risk, with its consequent increase in workload, is expected to be achieved with fewer and fewer substantive and experienced managers at senior level. **Proposed: Birmingham branch**

### **Recruitment, Promotion and Development programmes**

### **Resolution 23**

This conference instructs the NEC to negotiate with the NOMS management board the removal of any time limits on the accredited qualifications gained under STBIC and SOM JSAC arrangements. Once candidates have been successful through these schemes they will be able to apply for an appropriate post at a time of their choosing without any fear of losing their accreditation. **Proposed: HMP Exeter (to be seconded by Lincoln or Yorks/Humber)**

### **Resolution 24 (Composite resolution No1)**

This Conference instructs the NEC to negotiate with the NOMS management board a suspension of any further new entrants to fast track direct entry schemes until the current backlog of accredited senior managers has been cleared including the current DPSM arrangements. The NEC is further instructed to negotiate a review of the necessity for such schemes against the background of expected cuts in senior personnel. **Proposed: HMP Brixton / Exeter**

### **Resolution 25**

The Prison Governors Association considers the current range of methods of entry to the Governor Grade is badly thought out, and creates unfairness and inequality in pay and promotion opportunities. This Conference instructs the NEC to negotiate a single annual entry to the Governor grade based upon numbers dictated by projected leavers in the following year. All new Governors should join a common training course and be paid on a common entry pay scale. **Proposed: NEC**

### **Resolution 26**

This Conference instructs the NEC to discuss with the NOMS board the difference in career development opportunities afforded ROWD Principal Officers and those afforded individuals on the DPSM programme. It further instructs the NEC to examine how this disparity can be rectified. **Proposed: HMYOI Lancaster Farms; Seconded HMP Lancaster Castle**

### **Resolution 27**

This Conference expresses its concern about the inconsistent levels of training and coaching offered to those on the DPSM programme and instructs the NEC to seek an urgent review of the arrangements for training and coaching. **Proposed: HMYOI Lancaster Farms; Seconded HMP Lancaster Castle**

### **Resolution 28**

This Conference instructs the NEC to seek clarification from the prisons board about the projected employment positions that may be available when the training period for DPSM's is at an end. **Proposed: Birmingham branch**

### **Resolution 29**

This Conference instructs the NEC to seek clarity on the roles that DPSM's are and are not allowed to perform and to seek clear instruction regarding the same to be issued to governing governors and Regional Custodial managers. **Proposed: Birmingham branch**

### **Resolution 30**

In light of the impending spending review and the savings to be made, this Conference instructs the NEC to enquire of the NOMS management Board what support and protection, if any, will be afforded to DPSMs. **Proposed: Birmingham branch**

### **Resolution 31**

This Conference instructs the NEC to seek information from the NOMS Management Board with regard to impending changes to the exit scheme. Specifically, advice is sought on the potential impact

for staff undergoing the MDP and whether DPSMs. will be exempted or treated as their current substantive grade when cuts/savings are to be made. **Proposed: Birmingham branch**

#### **Resolution 32**

This Conference expresses its concern about the unfair and unequal treatment of accredited managers under NTS 05/2010. The NEC is instructed to discuss with the NOMS management board how this unequal treatment can be rectified as a matter of urgency. **Proposed: HMP Exeter**

#### **Succession planning and secondment arrangements**

#### **Resolution 33**

"This Conference instructs the NEC to discuss with the NOMS board whether the succession planning arrangements are appropriate in the current financial climate and to ensure that any arrangements are not area based but underpinned by flexibility, choice and equal opportunities. **Proposed: HMP Onley Seconded HMP Leicester**

#### **Resolution 34**

This conference instructs the NEC to request that the NOMS management Board issue a PSI introducing a clearly defined national Succession Planning policy to replace individual regional policies. **Proposed: Lincoln branch**

#### **Resolution 35**

This Conference instructs the NEC to seek the withdrawal of individual regional succession planning strategies on the grounds that they limit the opportunities for PGA members to develop their careers between regions. In addition, regionalised succession planning disadvantages those living close to regional borders in limiting the number of prisons that can be reached within 60 minutes travelling time, and amounts to unequal treatment of PGA members as other prison managers are not subject to the same policies. **Proposed: Lincoln branch**

#### **Resolution 36**

This Conference instructs the NEC to seek a clear undertaking from the NOMS Management Board not to require PGA members to travel more than 60 minutes to their place of work on compulsory transfer. The 60 minutes limit should clearly take into account traffic volumes on the route at the times that travel will be required rather than calculated automatically based purely on mileage. **Proposed: Lincoln branch**

#### **Resolution 37**

This Conference instructs the NEC to ensure that the interests of all members are considered fairly and that members are consulted about proposed changes that affect them as a result of Reward and Restructure and budget reductions. Specifically, the NEC is instructed to ensure that PGA members who are currently based in NOMS Headquarters posts, on secondment, or employed on project work, are not placed at a disadvantage in respect of pay, allowances, posting or career development, opportunities, compared with prison-based colleagues. The NEC is instructed to negotiate fair and transparent arrangements for managing staff surpluses at Manager and Senior Manager Level across the whole NOMS organisation including HQ. **Proposed: Business Change support team**

#### **Resolution 38**

This Conference notes with concern that many governor grades have returned from secondment and have not been factored into their 'home area' plans for available posts. The NEC are instructed to seek urgent discussions with the NOMS management board to ensure that the arrangements for secondments include clear exit arrangements which take full account of the career development needs of the seconded person on their return to the operational line. **Proposed: HMP Exeter**

#### **Resolution 39**

This Conference calls upon the NEC to negotiate with NOMS guarantees that all staff with reserved rights who are placed back in establishments are given jobs that are appropriate to their skills, experience and grade as agreed by the HR directorate. If there is no existing vacancy they should be offered the next suitable job as soon as one becomes available. **Proposed: High Down**

#### **Resolution 40**

This Conference calls upon the NEC to negotiate with NOMS arrangements that ensure those with reserved rights are given the same opportunities for developing their skills as other management grades without impacting upon their reserved rights. **Proposed: High Down**

#### **Resolution 41**

This conference instructs the NEC to negotiate with NOMS to ensure that individuals who are moved further from home due to the “progression planning” policy are not worst off financially due to enforced travelling when the 3 year excess fares comes to an end or are given the option to return to their Original establishment. **Proposed: HMP Leicester Seconded HMP Onley**

#### **Pay and Pension and Conditions of Service Issues**

##### **Resolution 42**

This conference mandates the NEC to campaign for the payment of substitution to operational managers, covering in charge responsibilities, during all absences of Governing Governors from establishments once the five day qualifying period has been completed. **Proposed: Dover branch**

##### **Resolution 43**

This Conference instructs the NEC to oppose vigorously any attempt to prevent the payment of incremental rises as part of the 2010 / 11 pay ‘award’. This is to include seeking legal advice and possible launching of a legal challenge if such advice indicates that our terms and conditions of employment will have been breached by such action. **Proposed: Featherstone branch**

##### **Resolution 44 (Composite resolution number 2)**

This Conference instructs the NEC to seek clarification on proposals to change current the pension rights of PGA members including the Pension compensation scheme. The NEC is instructed to vigorously oppose any changes which are to the detriment of members. **Proposed: Birmingham/Featherstone**

##### **Resolution 45**

This Conference calls on NOMS to acknowledge that the current pay freeze has amounted to an effective pay cut when taking into account the forecast increase in inflation. Furthermore, the NOMS agency should robustly convey to government that it is the Pay Review Body and not the government that sets our pay and the NEC is instructed to seek urgent clarification on the future role of the PSPRB. **Proposed NEC; Seconded Brixton**

##### **Resolution 46 (Composite resolution number 3)**

This Conference instructs the NEC to report back to members on the outcome of the work carried out by the NEC into the hours worked by PGA members. It further instructs the NEC to press the NOMS board to publish in unequivocal terms the expected hours to be worked by all members of the PGA and to ensure that mechanisms are in place to prevent routine working beyond 42 hours per week and that all mechanisms should conform to the EU working time directive. **Proposed: HMP Onley seconded by West Midlands Regional Office**

##### **Resolution 47**

This Conference accepts that in the current climate first class travel for civil servants is unpalatable to the general public, however it is a condition of service and the NEC are instructed to resist any attempt to remove this permanently unless as part of a negotiated pay settlement. Any withdrawal without negotiation will be regarded as breach of contract and the NEC should take appropriate legal advice. **Proposed: HMYOI Lancaster Farms; Seconded HMP Lancaster Castle**

##### **Resolution 48**

This Conference instructs the NEC to ensure that any attempts to change member’s terms and conditions of employment are challenged and that such changes are only accepted when a majority of members vote for such a change. **Proposed: HMP Brixton**

##### **Resolution 49**

This Conference instructs the NEC to press NOMS for urgent clarification on what criteria and processes will be used should there be a need for compulsory redundancies. **Proposed: HMP Brixton**

##### **Resolution 50**

This Conference instructs the NEC to discuss with the NOMS board how it measures work and how it intends to ensure that any reductions in management numbers are accompanied by a proportionate reduction in work. **Proposed: HMYOI Lancaster Farms; Seconded HMP Lancaster Castle**

##### **Resolution 51**

This Conference instructs the NEC to seek immediate clarification from the PSMB on the number of additional hours it expects to be worked for the RHA payment. . **Proposed: Garth; Seconded Wymott**

### **Resolution 52**

This conference mandates the NEC to negotiate with NOMS to maintain governor grade staffing in establishments at a level that supports appropriate WLB arrangements for our members. **Proposed: Dover Branch**

### **Resolution 53 (Composite resolution number 4)**

This Conference views with concern the recent downgrading of a number of Governing Governor and other operational posts and mandates the NEC to negotiate with the NOMS board a freeze on any further downgrading. It further instructs the NEC not to agree any Job Evaluation Scheme until it is satisfied with the level of prior consultation with both the NEC and its members. **Proposed: Dover/West Midlands Regional Office**

### **Resolution 54 (Composite resolution number 5)**

This Conference instructs the NEC to seek consultation with the NOMS Board on the arrangements for restructuring NOMS regional offices and to press the Government for a full review of the NOMS structure. **Proposed: Yorks/Humberside regional office, seconded HMP Garth**

### **Comprehensive spending review consequences**

#### **Resolution 55**

This Conference recognises that the impact of Public Sector spending cuts in Northern Ireland is likely to have a considerable effect on the budget allocated to the NI Prison Service. This Conference fully supports the Northern Ireland Branch in standing firm against any proposals, by the local Assembly or the Justice Committee, to impose compulsory redundancies on our members, as part of any a cost cutting strategy and instructs the NEC to assist the Northern Ireland Branch in fighting any such act. **Proposed: Northern Ireland Branch**

#### **Resolution 56**

This Conference authorise the PGA NEC to convene an emergency members meeting in response to the Governments comprehensive spending review due to be made public on 20 October. **Proposed: HMYOI Lancaster Farms; Seconded HMP Lancaster Castle**

#### **Resolution 57**

This Conference instructs the NEC to examine with the POA how they may work together on any joint response to the Comprehensive spending review; however any form of industrial action involving withholding or delaying PGA members labour is not to be supported. **Proposed: HMYOI Lancaster Farms; Seconded HMP Lancaster Castle**

#### **Resolution 58**

This Conference instructs the NEC to issue clear instructions on tasks that would be undertaken by PGA members in the event of industrial action by other unions that fundamentally affects PGA members in areas such as pensions or conditions of service. **Proposed: HMP Brixton**

#### **Resolution 59**

This Conference acknowledges that the proposed budget cuts of at least 25% will result in a deterioration of prison regimes. Conference instructs the NEC to seek a clear statement from NOMS that establishments will remain safe and secure and that the impact of the cuts will significantly reduce the opportunity for reducing reoffending. **Proposed: HMYOI Lancaster Farms; Seconded HMP Lancaster Castle**

#### **Resolution 60**

This Conference instructs the NEC to discuss with the NOMS board the impact of a reduction in prison service managers and in particular seek assurances that such reductions will not simply require existing managers to work even longer hours. . **Proposed: Proposed Garth; Seconded Wymott**

#### **Resolution 61**

This Conference mandates the NEC to seek an undertaking by the NOMS board to introduce no new initiatives, unless to take account of acts of parliament, until a full assessment of previous and proposed disinvestment and efficiency saving has been made. **Proposed: Glen Parva/Garth**

#### **Resolution 62**

This Conference instructs the NEC to resist any further reduction of operational managers and to establish in discussion with the NOMS board safe levels required for the command of incidents within establishments. . **Proposed: Garth; Seconded Wymott**

### **Resolution 63**

This Conference expresses its concern about the effectiveness of systems operated by regional procurement units and instructs the NEC to press NOMS to review arrangements. . **Proposed Garth; Seconded Wymott**

### **Resolution 64**

This Conference mandates the NEC to negotiate with the NOMS board a suspension of the current audit and inspection timetable pending a full assessment of the impact of previous and proposed disinvestment and efficiency savings is completed.

**Proposed: Glen Parva branch**

### **Resolution 65**

This Conference mandates the NEC to seek an undertaking from the NOMS board that any future disinvestment will result in a reduction in corresponding work. The NEC should also seek an undertaking that a corresponding reduction in relevant targets is approved prior to the disinvestment taking place. **Proposed: Glen Parva Branch**

### **Resolution 66**

This Conference instructs the NEC to commission research leading to a report on the impact that the removal of the Principal Officer grade has had on the workload of operational managers and any resultant increase in the average working week. The final report should be submitted to the NOMS Board to form the basis of consultation on the creation of a strategy to ensure that operational managers do not continue to suffer negative impact as a result of the removal of the PO grade.

**Proposed: Morton Hall branch**

### **Resolution 67**

This Conference notes with concern the substantial impact that changes to both staffing and funding have had on the workload of the remaining governor grades. It is further noted that the Service is now in danger of failing to comply with its own PSO's and PSI's because these changes have not been reflected in these instructions. Conference therefore instructs the NEC to discuss with the NOMS board a moratorium on further change until the impact of current changes are fully assessed and reflected in all PSO' and PSI's. **Proposed: NEC**

### **PGA Organisational matters**

#### **Resolution 68**

This Conference instructs the NEC to set up a system to inform members of progress on Conference resolutions. This should take the form of a newsletter and be circulated, three, six and nine months after each annual conference. **Proposed: HMYOI Lancaster Farms; Seconded HMP Lancaster Castle**

#### **Resolution 69**

This Conference re-affirms that membership of the PGA should remain closed to non-accredited managers and senior managers unless their membership is assured by previous membership privileges, eg Works staff, IDS, DPSM etc. **Proposed: Glen Parva branch**

#### **Resolution 70**

This Conference instructs the NEC to produce a document outlining proposals for the future role and purpose of the PGA. This should include an option that the PGA perform a similar role to that of ACPO in being a professional organisation that produces policy documents and promotes good practice within NOMS. **Proposed: Morton Hall branch**

#### **Resolution 71**

This conference agrees in principle to increase its membership to include all Public Prison Service managers A - G and instructs the NEC to prepare a revision to the current constitution explaining how this would happen and to lay before Conference the necessary constitutional amendment to Rule 3 paragraph (a) to deliver that change. **Proposed: HMP Exeter**

#### **Resolution 72**

This Association affirms the value of The Key to current and retired members and for enabling the PGA to get across its message to other stakeholders in the Criminal Justice system. This Conference instructs the NEC to establish a working group to advise on the future format, content, editorship and distribution of the magazine and give recommendations. **Proposed: NEC**



## **Training and Development issues**

### **Resolution 73**

This Conference instructs the NEC to seek clarification on the position of the 'capable manager'.

**Proposed: Proposed Garth; Seconded Wymott**

### **Resolution 74**

This Conference instructs the NEC to request that the NOMS Board support the professionalism and development of prison managers through the creation and availability of a suitable management qualification to be centrally funded. **Proposed: Morton Hall branch**

### **Resolution 75**

This Conference instructs the NEC to enter into discussion with the NOMS Board to identify appropriate training and development opportunities for managers in making commercial bids and managing effectively within an increasingly commercial and competitive environment. **Proposed: Morton Hall branch**

### **Resolution 76**

This Conference instructs the NEC to seek assurance from the NOMS management board that substantive Manager F's will not be disadvantaged alongside those undergoing the MDP in that similar resources will be put into the career developments of both sets of staff in terms of training offered. **Proposed: West Midland Regional Office branch**

## **Secondary agenda**

The following resolutions are either covered by other resolutions or covered by composite resolutions as specified

### **Resolution 77 (Covered by resolution 23)**

This Conference mandates the PGA NEC to press the NOMS Board to extend the 'life' of SOM accreditation beyond the three years limitation, for those Senior Managers actively pursuing the reducing number of available vacancies. **Proposed: Yorks/Humberside Regional Office**

### **Resolution 78 (Covered by resolution 23)**

This Conference instructs the NEC to seek an extension to the current time limit on the validity of SOM accreditation. This is due to the difficulty that those accredited are experiencing in trying to find a SOM posting within the current climate of prison clustering which reduces the availability of such posts. **Proposed: Lincoln Branch**

### **Resolution 79 (Covered by resolution 24, composite resolution number 1)**

This Conference mandates the PGA NEC to negotiate with the NOMS Board for the suspension of any further Senior Manager Direct Entry schemes or programmes, pending clearance of the current backlog of in-service SOM accredited Senior Managers ( for example the Graduate Development Programme.) **Proposed: Yorks/Humberside Regional Office**

### **Resolution 80 (Covered by resolution 24, composite resolution number 1)**

This Conference instructs the NEC to seek an explanation from the NOMS board as to why they continue to run a 'fast track' scheme when there are Governor grades on a surplus list and expected further cuts in personnel. **Proposed: HMP Brixton**

### **Resolution 81 (Covered by resolution 24, composite resolution number 1)**

This Conference instructs the NEC to express concern to the NOMS management Board with regard to the limited career opportunities for substantive Manager Fs due to the rapid expansion of managers resulting from the DPSM scheme. The NEC is further instructed to seek a suspension of new entrants under the IDS and any related direct entry scheme until at least the completion of the current DPSM and review the necessity of this form of recruitment in the context of available manager vacancies before any re-introduction. **Proposed: Featherstone branch**

### **Resolution 82 (Covered by resolution number 24, composite resolution number 1)**

This Conference notes that NOMS continues to run costly IDS and direct entry schemes whilst there are still existing governor grades on the surplus list. The NEC are instructed to seek assurances from NOMS that those on the surplus list will not be disadvantaged in any way should NOMS continue with these external recruitment schemes. **Proposed: HMP Exeter**

### **Resolution 83 (Covered by resolution 45)**

This Conference instructs the NEC to seek urgent clarification from the Government and the PSMB on the future role of the Prison Service Pay Review Body in the light of the 2 year pay freeze imposed by the Government. **Proposed: HMP Brixton**

**Resolution 84 (covered by resolution 44, composite resolution number 2)**

This Conference instructs the NEC to vigorously defend the current pension rights of the PGA's members and oppose any attempt to change those rights if they are clearly to the detriment of said members. **Proposed: Featherstone branch**

**Resolution 85 (covered by resolution 44, composite resolution number 2)**

This Conference instructs the NEC to seek clarification about the government's proposals for any changes to the pension compensation scheme, and report to the membership at the earliest opportunity. **Proposed: Birmingham branch**

**Resolution 86 (covered by resolution 44, composite resolution number 2)**

This Conference instructs the NEC to strongly resist any attempt to change any contractual condition of the current pension scheme. **Proposed Garth; Secoded Wymott**

**Resolution 87 (Covered by resolution 46, composite resolution number 3)**

"This Conference instructs the NEC to report back to members on the outcomes of the work carried out by the NEC on the hours worked by PGA members. It further instructs the NEC to request the NOMS board publish in unequivocal terms the expected hours to be worked by grades E, F and DPSM and ensure that arrangements are in place to prevent members of these grades routinely working in excess of 42 hours per week. **Proposed: HMP Onley; Secoded HMP Leicester**

**Resolution 88 (Covered by resolution 46, composite resolution number 3)**

This Conference instructs the NEC to seek the publication by the NOMS management board of current policy on what constitutes 'all hours worked' status. The statement of policy should emphasise that PGA members should not be routinely expected to work beyond 42 hours gross each week, and normal working hours should be in keeping with the EU 'Working Time Directive'. **Proposed: West Midlands Regional Office branch**

**Resolution 89 (covered by resolution 47)**

This Conference instructs the NEC to negotiate with the NOMS board a formal suspension of the 1<sup>st</sup> class travel entitlement for a period of one year. This Conference authorises the NEC to negotiate a buyout of this entitlement if this is seen as more favourable to members when the situation is reviewed at the end of the year of suspension. **Proposed: HMP Brixton**

**Resolution 90 (covered by resolution 54, composite resolution number 5)**

This Conference instructs the NEC to seek consultation with the NOMS Board/MOJ on the arrangements for re-structuring the Prisons (NOMS) Regional Offices, to consider issues of consistency of management roles, grading and future requirements for Prison Governor staff. **Proposed: Yorks/Humberside Regional Office**

**Resolution 91 (covered by resolution 54, composite resolution number 5)**

This Conference instructs the NEC to press the Government for a full review of the structure of NOMS. . **Proposed Garth; Secoded Wymott**

**Resolution 92 (Covered by resolution 61)**

This Conference instructs the NEC to discuss with the NOMS board progress on the reduction in process that accompanied the reduction in managers and to publish a timetable for such changes. . **Proposed Garth; Secoded Wymott**

**Resolution 93 (covered by resolution 53, composite resolution number 4)**

This Conference instructs the NEC not to agree to the implementation of any proposed Job Evaluation Scheme (JES) unless satisfied with the level of prior consultation afforded to both it, and PGA members generally beforehand. **Proposed: West Midlands Regional Office branch**

**Resolution 94 (covered by resolution 53, composite resolution number 4)**

This conference views with concern the recent downgrading of a number of Governing Governor, and other Operational, posts and mandates the NEC to seek a freeze on the downgrading of any further posts pending satisfactory completion of a national job evaluation exercise. **Proposed: Dover Branch**