

## PGA Conference Resolutions 2016

No.	Resolution	Proposer / Seconder	Result
<b>CONSTITUTIONAL AMENDMENTS</b>			
1	<p>This Conference agrees to change Rule 32 to read as follows;</p> <p><b>RULE 32 ALTERATION &amp; INTERPRETATION OF RULES AND CONSTITUTION</b>            The Rules may only be altered or amended in one of three ways; Annual Conference, a Special Delegate Conference or by a secret postal ballot of all the serving members. In each case a two-thirds majority is required to bring about the alteration or amendment.            However, if the occasion arises during the rest of the period, they will be interpreted by the NEC to the best of its judgement. If at a quorate NEC meeting agreement cannot be reached the President's decision will be final. It will be for the National Executive Committee to take a view about whether to report this interpretation to the next Annual Conference.</p> <p>This Conference also agrees to removal of <b>RULE 33 ALTERATION TO RULES AND CONSTITUTION.</b></p>	Proposed: NEC Seconded: Wakefield	Carried
2	<p>This conference agrees to modify Rule 20 of the constitution to increase the death in service benefit to £5,000.</p>	Proposed: Isle of Wight Seconded: Berwyn	Carried
<b>PAY &amp; CONDITIONS</b>			
3	<p>This conference instructs the NEC to ask My PCSP to review the information provided in the annual pension statement. With multiple schemes now, there is a lack of clarity with regard to what you would get and when and the illustrations previously provided have been removed which did provide greater clarity.            (amended)</p>	Proposed: Isle of Wight Seconded :New Hall	Carried

4	This conference instructs the NEC to press NOMS for a reduction in the retirement age to 65.	Proposed: Isle of Wight Seconded: Risley	Carried
5	This conference instructs the NEC to engage with NOMS to re-instate first class travel for members.	Proposed: Isle of Wight Seconded: Featherstone	Carried
6	This conference instructs the NEC to investigate the validity and the chance of success with a reputable law firm of challenging the Government's decision to alter the pension schemes for existing members without their agreement.	Proposed: Woodhill Seconded: Leicester	Rejected
7	This conference instructs the NEC to safeguard the interests of closed grades in its submission to the Pay Review Body.	Proposed: Aylesbury Seconded: Feltham	Carried
8	This conference notes that Michael Spurr is seeking to discuss the long term pay strategy with the POA. This conference is content for the NEC to seek parallel discussions on long term pay but instructs it to oppose any proposals for local pay negotiation.	Proposed: Aylesbury Seconded: Stoke Heath	Carried
9	Conference instructs the NEC to seek from NOMS a form or level of compensation for our members who routinely are required to work more than their contracted hours.	Proposed: North Sea Camp Seconded: Nottingham	Carried
10	This conference calls for the re-engagement of the Prison Service Pay Review Body (PSPRB) in any future pay negotiations, as its removal by NIPS was done without PGA (NI) consultation with the inevitable result of a "fractured" pay award.	Proposed: Northern Ireland Seconded: Feltham	Carried
11	This conference instructs the NEC to seek a review of the fairness and equality of pay scales given that there is a detriment for those who have remained on the old pay scale, an example of which is the case of a newly promoted Governors moving from a Band 9 to Band 11 under F&S, who, without their allowances, are worse off than they were as a Band 9.	Proposed: Brinsford Seconded: Featherstone	Rejected

12	This conference instructs the NEC to negotiate with NOMS to ensure protection of 'civil service status' for those members working in the early adopter reform establishments.	Proposed: Kirklevington Grange (adopt Ranby) Seconded: Leeds	Carried
13	This conference instructs the NEC to negotiate with NOMS to ensure protection of their rights, and that the ability for those members working in the early adopter reform prisons to transfer to other HMPS establishments, or other public sector prisons roles, is maintained.	Proposed: Kirklevington Grange Seconded: Leeds	Carried
<b>SAFETY, WORKLOADS AND WELLBEING</b>			
14	There has been a serious and significant increase in violence towards staff and prisoners and a decline in levels of decency and safety in prisons since the implementation of the 'benchmark' programme. This conference mandates the NEC to seek a public inquiry into state of our prisons with the aim to stop the decline and to make recommendations to reverse this unacceptable trend.	Proposed: NEC Seconded: Featherstone	Carried
15	This conference mandates the NEC to challenge NOMS to clarify how Operational Managers can currently carry out their workloads in establishments within a 37hr week when it is clear that colleagues work significantly more than their conditioned hours. Assuming NOMS are unable to do so the NEC should translate this information into a case for additional Operational Managers within establishments.	Proposed: HMP Wakefield Seconded: HMP Lindholme	Carried
16	This conference instructs the NEC to seek an agreement with NOMS so that C&R trained Operational managers who have been refreshed within the last twelve months, when deployed to cover Officer duties should be given the option to carry an extendable baton in establishments where these are carried by unified grades, as on a regular basis operational managers are now being required to deploy into prisoner areas to cover officer duties, and therefore whilst performing these duties they should be offered the same level of personal protection equipment to allow them to protect themselves, other staff and prisoners, always ensuring that when carrying out these duties any safe systems of work that are in place are adhered to.	Proposed: Lindholme Seconded: Wakefield	Rejected

17	<p>This conference notes that death threats and website details continue to be issued regarding NI governors and still NIPS take neither appropriate action nor discusses with the PGA (NI). Conference therefore repeats its 2015 motion to the Director General of the Northern Ireland Prison Service (NIPS) i.e.</p> <p><i>“This conference seeks tangible support and appropriate protective measures from those in charge of NIPS, for governors in NI who continue to receive serious threats, particularly from paramilitary prisoners. The naming and identities of governors under serious threat should not be tolerated on terrorist websites, and actions taken to remove such details”.</i></p>	<p>Proposed: Northern Ireland  Seconded: Feltham</p>	Carried
18	<p>This conference instructs the NEC to engage with NOMS regarding the wellbeing of Senior Management Staff in establishments where they are facing big challenges on a daily basis that cannot physically be completed within the conditioned 37 hour week under current operational manager staffing levels. Conference believes that HQ and DDCs' offices are part of the problem in that they fail to understand that their bureaucratic requirements are only adding to the pressures on hard pressed local management teams.</p>	<p>Proposed: Brinsford  Seconded: Liverpool</p>	Carried
19	<p>Given that the Secretary of State's first priorities are reform and safety and she stated to the justice select committee that reform and safety go hand in hand, Conference instructs the NEC to ask the Secretary of State how we will achieve safety for all within our prisons without a commitment of greater investment in all establishments and not just the reform sites.</p>	<p>Proposed: North Sea Camp  Seconded: Nottingham</p>	Carried
20	<p>This conference mandates the NEC to seek assurance from NOMS that any changes within the Offender Management Review are clearly communicated to the PGA and will not have a detrimental impact on the workload of Operational Managers within establishments.</p>	<p>Proposed: HMP Wakefield  Seconded: HMP Lindholme</p>	Carried
21	<p>This conference notes that savings are being made from the department in the way of 50% of admin staff at HQ and expresses its concern that this work will be pushed down to establishments. Conference instructs the NEC to engage with NOMS to seek a commitment that unnecessary work will not simply be shifted to establishments and that necessary work will be resourced.</p>	<p>Proposed: North Sea Camp  Seconded: Nottingham</p>	Carried

22	This Conference notes that £1.2 billion has been put aside for the new build program. Conference instructs the NEC to seek commitment of investment to deliver staff safety and not just a new build program.	Proposed: North Sea Camp Seconded: Nottingham	Carried
23	This conference instructs the NEC to stop using social media to highlight issues which are critical of its members or portray its members in a poor way. The conference instructs the NEC to utilise social media for the betterment of the association, to support its members and to highlight key issues facing Prison Governors.	Proposed: Berwyn Seconded: North Sea Camp	Carried
<b>DECENCY</b>			
24	This Conference mandates the NEC to raise the concerns of the Membership formally with NOMS and the Minister regarding the failure of the outsourced contractors, Amey and Carillion, to deliver a decent environment that we can work in and prisoners live in, and secure a commitment that private contractors will be held to account. As a consequence the Duty Governor is sometimes faced with having to locate a prisoner into a cell lacking one or more of the basics of integral sanitation, electricity, and glazing.	Proposed: Liverpool Seconded; Styal	Carried
25b	Conference notes with real concern that Duty Governors are being forced into making decisions that could end up with corporate manslaughter charges, such as deciding CSRA levels, having been put under massive pressure by Population Management for spaces	Proposed: Liverpool Seconded; Styal	Carried
25	This conference instructs the NEC to raise its concern with NOMS regarding the failings of courts to supply records of previous convictions which are essential in making sensible and defensible decisions about a new reception's CSRA.	Proposed: Liverpool Seconded; Styal	Carried
26	This conference instructs the NEC to raise with NOMS and the Minister the failings of the outsourced pharmacy provider, Lloyds, which is causing grave problems when prisoners do not receive their prescribed medication promptly.	Proposed: Liverpool Seconded; Styal	Carried
<b>RECRUITMENT, PROMOTION, ASSESSMENT AND DEVELOPMENT</b>			

27	The conference instructs the NEC to inform NOMS that this Association does not agree that serving prisoners should partake in any interview/selection process for Operational Managers.	Proposed: Wakefield Seconded: Lindholme	Carried
28	This conference instructs the NEC to engage with NOMS and establish what is being done to develop our staff into the role of Governing Governors and prevent the need to recruit directly into the Governing Governor role externally or from abroad.	Proposed: North Sea Camp Seconded: Nottingham	Carried
29	Conference instructs the NEC to find out why the changes to the assessment process were not first discussed or consulted on with the NEC and to engage with NOMS to ensure any new assessment process is fair and transparent and fit for purpose that also includes our treasury grade colleagues who progress into appropriate management roles.	Proposed: North Sea Camp Seconded: Nottingham	Carried
30	This conference calls on NIPS to adhere to their own policy (and NI Civil Service policy) in relation to temporary promotions and cease the insidious practice of a "tap on the shoulder". Policy adherence ensures equality of opportunity and removes potential discrimination.	Proposed: Northern Ireland Seconded; Durham	Carried
31	This conference instructs the NEC to seek a review of the graduate entry scheme. Conference notes with concern that under the new graduate recruitment scheme where the requirement is for people to work as an officer for two years before they can apply for promotion, acts as a disincentive given that it is the same minimum time before an ordinarily recruited prison officer can apply for promotion	Proposed: Brinsford	Withdrawn
32	This conference instructs the NEC to pursue with NOMS a requirement to ensure that where operational managers are seconded into other posts outside of prison establishments and are in receipt of RHA, they should be required to support their colleagues in other establishments on a rotational basis both in order to maintain their operational skills and also to lend support to establishments under pressure, particularly where there are gaps due to sickness and recruitment.	Proposed: Leicester Seconded; Glen Parva	Carried

33	This conference instructs the NEC to press NOMS to provide support/training for Governors and senior managers to ensure that, with the move towards autonomy, Senior Management Teams have the required skills to be successful.	Proposed: Isle of Wight Seconded; Berwyn	Carried
34	This conference mandates the NEC to seek concrete assurances from NOMS that the necessary and appropriate recruitment processes are in place and properly resourced to deal with the ongoing shortfalls at Band 3 Officer and OSG level in particular.	Proposed: Leicester Seconded; Glen Parva	Carried
<b>JOB EVALUATION, GRADING AND BENCHMARKING</b>			
35	That conference mandates the NEC to submit a FOI request to NOMS to ascertain an accurate figure of all Operational Managers Grades 7 – 11 working in posts outside of establishments including their roles and JES specification.	Proposed: HMP Wakefield Seconded: HMP Lindholme	Carried
36	This conference believes that Functional Heads at all levels in all establishments should be at band 8 and thus reflect the added responsibilities of Operational managers compared with Non-Operational Functional Heads. The NEC is instructed to pursue this with NOMS.	Proposed: Stafford Seconded; New Hall	Rejected
37	This conference believes that Deputy Governors should stand a minimum one grade higher than Functional Heads in establishments and instructs the NEC to pursue this with NOMS.	Proposed: Stafford Seconded;	Carried
38	This conference instructs the NEC to seek a review of the operational Head of Function posts at Standard/Complex establishments where all HOF are Band 8 apart from Head of OMU and Head of Operations, specifically to look at the JES weighting, which is supposed to reflect the level of risk and responsibility the operational Heads of these Functions manage within these establishments.	Proposed: Brinsford Seconded; Durham	Remitted back to NEC

39	The introduction of the grade banding system has resulted in an anomaly in regards to the grades of operational managers being inconsistent with the work they are actually doing. This is evident in the bands of the same functional roles being different in different types of prison despite the work being the same. This conference mandates the PGA NEC to challenge NOMS, with the aim being the introduction of a fairer system that does not make false distinctions between roles, and specifically mandates the NEC to challenge the NOMS job evaluation system (the Factor Plan) and, if necessary, register a Failure to Agree in order to facilitate a change.	Proposed: Brinsford Seconded; Isle of Wight	Remitted back to NEC
40	The process used by NOMS to rate complexity of prisons appears unable to adequately reflect the actual complexity of a prison resulting in some prisons being incorrectly assessed in terms of their role and the operational challenges they face. Complexity ratings also impact on the banding of some grades of prison governor, resulting in them being banded at a lower grade for very little, if any, difference in the job. This conference mandates the NEC to challenge the system used by NOMS with the aim being to introduce something the membership would consider fit for purpose.	Proposed: NEC Seconded: Stafford	Carried
41	This conference expresses its doubts that current benchmark staffing figures are fit for purpose and therefore instructs the NEC to press NOMS for a thorough review of both the Benchmarking model and Fair and Sustainable to assess if they remain appropriate and effective in adequately meeting the business needs of each establishment and reflect the different challenges each type of establishment faces, taking into account the significant changes to the landscape across the estate, and in particular the escalation of violence and increase in good order issues since both models were implemented.	Proposed: Leicester; Seconded: North Sea Camp	Carried
<b>REFORM, RECONFIGURATION AND ESTATES</b>			
42	This conference instructs the NEC to ensure that it is consulted promptly and that NOMS communicates properly with regard to the Prison Reform programme and the operational impact this will have on Establishments.	Proposed: Stafford Seconded; Stoke Heath	Carried

43	This conference directs the NEC to challenge the direction of travel wherein the reform prisons are receiving preferential treatment in that a large investment is being made, and seek to ascertain how other sites will match this reform without the same investment across the estate, given we are an unprotected department. Noting that the court service is receiving a £700 million infusion of funds the NEC is further instructed to ascertain what funds have been put aside to modernise establishments that are not part of the new for old build programme.	Proposed: North Sea Camp Seconded: Nottingham	Carried
44	This conference welcomes the prison reform programme and the increase in Governor autonomy and mandates the PGA to support NOMS with its implementation. This support, however, must be conditional on ensuring, as far as possible, that members terms and conditions are not detrimentally affected, that additional resources will be provided, and that the process applied for the early adopter prisons will be transparent and Governors will only be held accountable for matters they are able to control	Proposed: NEC Seconded: Stafford	Carried
45	This conference seeks confirmation from the NEC that they are fully engaged in the reconfiguration programme with respect to protecting and furthering the needs and interest of the membership following establishment closures.	Proposed: Leicester Seconded; Glen Parva	Carried