

Prison Governors Association

Representing: The Prison Governors of the United Kingdom since 1987



PGA Office: Room LG.27
Ministry of Justice
102 Petty France,
London, SW1H 9AJ

PGA Officers:	President	Andrea Albutt
	Vice President	Adrian Turner
	Finance Officer	Shaun Williamson
	National Officers	Mitch Albutt Carl Davies

Telephone: 020 3334 0456

Email: james.bryant01@hmps.gsi.gov.uk

Website: www.prison-governors-association.org.uk

Twitter: @PGA_Prisons

Bulletin 792

28 October 2020

Dear Colleagues,

Your thoughts are urgently required

The PGA National Officers are still in consultation with HMPPS regarding the review of your workload, JES and F&S. On Friday 23rd October we received a draft “Operational Guidance” document that was omitted from the Annex A process.

This was the first time that we saw the following intention:

1. “Operational and Non Operational – Operational only JDs are roles which require Operational accreditation and provide powers of a constable. As such the demands of the role require the job holder to have in date accreditation. Some roles can be either Operational or Non-Operational and all other roles are deemed non-operational. There are certain roles that are Operational only, these are Governor, Deputy Governor and Head of Security”.

We were surprised to read that only the three JDs above were purely operational. We therefore presume that every other JD could be filled by a non-operational or operational.

This is a move away from the original F&S document where Annex “E” listed every JD and if it was Operational, Non-operational or Either. That document records that only two JDs could be either, “Head of OMU” and “Head of Reducing Re-offending”.

We asked what had driven this change and the HMPPS team said that it had come through from their field visits to establishments, and that Governors had requested greater freedoms around their SMT structures.

To be fair to HMPPS, they also intend to set a minimum number of operational SMT members for each complexity level to ensure the DG rota can be delivered without breaching the Working Time Directive (or your 37hr working contract or the F&S rule of not more than 20% of your time).

We believe that the greatest impact upon your work-life balance and emotional / mental health is the role of Duty Governor. Therefore the more people who contribute to this aspect of work the lighter the burden for all.

The PGA values all colleagues whatever their operational status, but we do believe that it is acceptable to have a core number of roles reserved exclusively for operationally accredited managers, more than the three proposed by HMPPS.

As stated above, HMPPS informed us that this change was in response to Governors requesting greater freedoms with their SMT structures. We wondered if the communication had become confused and that having only three purely operational SMT JDs was the intended outcome sought by Governors?

Therefore we ask you for your opinion on this matter. This will help us provide evidence to HMPPS that clearly describes the support you need. We are particularly interested in hearing from the establishments that were visited by the JES team and these are listed below for ease of reference. We are also very interested in the opinion of all our members so please respond.

Below are three options for you to choose from, all responses should be sent to James Bryant (james.bryant01@justice.gov.uk) and Mitch Albutt (Mitchell.albutt@justice.gov.uk). Comments are also welcome and further clarity can be provided by contacting Mitch directly.

1. All members of the SMT should be operational.
2. The status quo to remain with only the Head of OMU and Head of Reducing Re-offending to be either (Operational or non-operational).
3. Agree with HMPPS proposal that just three JDs are purely Operational, Governor, Deputy Governor and Head of Security.

All responses are highly confidential and only the total number of each choice will be collated and used in communications with HMPPS. Who you are will not be disclosed to anybody.

Establishments visited

Askham Grange	Buckley Hall	Bullingdon	Exeter
Foston Hall	Frankland	Full Sutton	Highpoint
Isis	Kirklevington Grange	Maidstone	Manchester
Moorland & Hatfield	Morton Hall	Norwich	Nottingham
Onley	Rochester	Stoke Heath	Style
Swansea	The Mount	Wakefield	Wetherby
Wymott			

Andrea Albutt
President

Mitch Albutt
National Officer

Carl Davies
National Officer