

**Police Federation
of England and Wales**



Established by Act of Parliament

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**Ffederasiwn Heddlu
Lloegr a Chymru**

IR/lm

4 April 2011

**UNRATIFIED MINUTES OF A MEETING OF THE JOINT CENTRAL COMMITTEE
HELD AT FEDERATION HOUSE, LEATHERHEAD
ON 23-24 MARCH 2011**

*P J McKEEVER, BA (Hons) (CHAIRMAN)

*I RENNIE (GENERAL SECRETARY)

*M MORDECAI, BA (Hons) (TREASURER)

*W. RICHES

*A DUMBIOTIS, F.Inst.L.Ex

*J F M GIBLIN, MA,

*A HARPER

*MS C DAVIES

A JONES

*P LEWIS

*K POWELL BSc (Hons)

MRS J LAWRENCE BA (Hons)

*P BARKER

* P R DAVIS

*S EVANS, BA (Hons)

*P R GINGER, BA (Hons)

*N C HICKEY

*S WILLIAMS

*G STUTTAFORD FCMJ

*I TRUEMAN

*S A SMITH

***Denotes Attendance**

*J COPPEN

*M. TAYLOR

*G GALLIMORE BSc(Hons)

*W McMANUS

*K HUIISH

*MRS A M KIRKWOOD

*MS J A NESBIT

*S M REED, BSc (Hons)

*P HUITSON

1. ATTENDANCE and NOTICES

Apologies were received from Julia Lawrence and Alan Jones.

The Chairman welcomed all present and reported the sad death of Arthur Evans who was General Secretary from 1957 to 1962. The Committee stood to observe two minutes of silence.

Discussion took place regarding the late submission of papers and Sub-Committee minutes and the Chair agreed to admit Paper C but withdrew the Resources Notes and Executive Sub-Committee Minutes.

2. JCC MEETING HELD ON 26-27 JANUARY 2010

An amendment was requested for Item 13 to clarify that a vote took place on the recommendation regarding attendance at congress.

Item 24 was also amended to ensure the wording used was as per Standing Orders; 'Standing orders were in place and it was agreed they will be adhered to.'

The meeting agreed the minutes of the meeting of the Joint Central Committee held on 26-27 January 2011 as amended.

3. MATTERS ARISING

There were no matters arising.

4. POLICE NEGOTIATING BOARD

(a) A report was circulated which provided updates on the following:

Independent Review of Pay and Conditions of Service, Future Data Requirements, South East Regional Allowance, Temporary Promotion-reckoning of service, Payment of Allowances whilst on sick leave without pay, Part-time Working, Equal Pay Audit, KIT days, Part-time Inspectors & above, Staff Side Strategic Planning Session, Mutual Aid, Housing Allowance, Held in Reserve Allowance

The General Secretary reported there had been very little movement whilst awaiting publication of the Winsor Report. The Meeting noted the next PNB is 14 April 2011.

(b) The meeting noted that minutes of the Staff Side of the Police Negotiating Board held on 19 January were still to be agreed.

(c) The meeting noted that minutes of the Full Police Negotiating Board held on 20 January 2010 were still to be agreed.

5. PENSION MATTERS

(a) A report was circulated which provided updates on the following:

Injury Awards Review, Independent Public Services Pensions Commission, HMT/HMRC Discussion Document on restriction of Pensions Tax Relief, HMT Consultation on discount rate to set unfunded Public Service Pension Contributions.

The General Secretary gave a verbal update and reported that injury regulation changes are being finalised.

The General Secretary reported that discussions are taking place regarding the interim report in respect of increases to contributions. Formal consultation is expected to commence regarding the recommendations from Hutton in June.

The General Secretary reported he had received a reply from the Treasury Solicitors in response to the letter before action seeking an extension of time to prepare their response. Their response in respect of the governments proposed change from RPI to CPI was now expected within the next few weeks.

6. FEDERATED RANKS COMMITTEE OF THE POLICE NEGOTIATING BOARD

- (a) A briefing paper was circulated which provided updates on the following issues:

Competence - related Threshold Scheme; SPPs; Part-time Workers- free days to be treated as rest days; Standby/On Call; Probationer's Pay (First Increment)-IPLDP; DTI Statutory Leave Consultation-statutory holiday entitlement; Compensation for a requirement to work on a rest day or free day within a period of annual leave; Public holiday and rest day.

The General Secretary reported there had been very little movement whilst awaiting publication of the Winsor Report. The Meeting noted the next PNB is 14 April 2011.

- (b) The meeting noted the minutes of the Federated Ranks Committee Staff Side held on 19 January 2011 have yet to be agreed.
- (c) The meeting noted that minutes of the Federated Ranks Committee held on 20 January 2011 have yet to be agreed.

7. POLICE ADVISORY BOARD

A report was circulated which provided updates on the following:

Review of Substance Misuse Testing Regulations, Reform of Police Disciplinary Arrangements; Terms and Conditions for Seconded Officers; National Recruitment Standards; National Police Promotions Framework (Work Based Assessments); Delegation of Functions; Insight Programme; PABEW Fitness Working Group; Biometric Vetting.

The General Secretary reported that a reply was still awaited from the Police Minister in response to PFEW request for the fitness test standards to be mandatory. It was further noted that Winsor had made reference to fitness testing for all officers

8. REVIEW OF PAY AND CONDITIONS

The Chairman and General Secretary reported they had met with the Police Minister on 21 March 2011 and the Government were unhappy with the PFEW challenges to Winsor.

The General Secretary informed the meeting that the time frame for implementation of the Winsor proposals was somewhat optimistic and that if the PNB/PAT process was followed the only way that they could be implemented by 1 September 2011 was if Staff Side agreed them. Confirmation of the timeframe together with details of which of the Winsor proposals that had been referred to PNB by the Home Secretary was expected by 6 April 2011 when an initial PNB scoping meeting had been arranged. The meeting noted that the Home Secretary and Police Minister have undertaken to comply with the negotiating machinery.

The General Secretary drew attention to Part Two of the Winsor Review and high-lighted that it will cover items such as a full job evaluation linking pay to roles, responsibilities and performance., The Negotiating Machinery, Entry Routes into the Service and Regional Pay. The meeting noted the difficulties of negotiating on Part One whilst awaiting the content of Part Two of the Review.

The General Secretary also reminded the meeting that the Minster had previously stated that any savings would remain within policing. A confidential strategy paper was tabled for information and there was a discussion regarding expectations and potential actions. The meeting were also mindful of the importance of communicating with the membership.

The Research Department were thanked for their work on Hutton and Winsor and the Meeting were reminded that during this busy time there may be some delays in responses for general enquiries which would have to be prioritised alongside other work.

It was noted that additional temporary resources were being recruited to support the Communications Department with the increased workload.

The General Secretary confirmed a letter would be drafted for the Chairman to send to Sir Hugh Orde seeking confirmation of ACPOs position regarding the removal of £485M from police pay proposed by Winsor. A draft letter would also be sent to all JBBs for them to establish the position of their Chief Constable.

The Chairman concluded this item by asking the meeting if there was anything else they felt should be raised.

9. TREASURERS SUB-COMMITTEE – 3 MARCH 2011

(a) The minutes of the Treasurers Sub-Committee Meeting held on 3 March 2011 were noted. The following recommendations were made:

Page 2- 4. It is recommended that a review of JCC Remuneration must be done in line with the issues raised by Leicestershire BB and a tender process be entered into in this respect

The Treasurer explained the rationale for this recommendation and that the permission of the JCC was required to authorise spending the money required.

The Joint Central Committee accepted the recommendation
Unanimous.

Page 2- 5. It is recommended that the Treasurers should enter into a tender process in relation to future PFEW Conferences.

The Joint Central Committee accepted the recommendation
Unanimous

Page 2 - 6. It is recommended that the Treasurers Sub-Committee engages in a tender process in relation to PFEW accountants from 2012 for Joint Accounts, Interim Audit and PNB Accounts.

The Joint Central Committee accepted the recommendation

Unanimous

Page 2 - 7. It is recommended that data cards are only supplied to the JCC if requested and are retained by the ICT department for JCC members that may require them on an 'as and when basis'. Where connection charges do occur 'off-site' these charges are reclaimed from the Joint Fund via a T1.

The Treasurer explained the rationale and discussed the audit that had taken place regarding existing usage. Those currently in use will be retained and the other twenty will be withdrawn. It was clarified that they need to be returned to the IT Department, and can be re-issued upon request if required.

The Joint Central Committee accepted the recommendation

Unanimous

(b) Representatives Support Disc

The Treasurer informed the meeting that the Representative Support Disc, Issue 10, Project has just started. The disc will be issued to the JCC and all JBBs between September and October 2011. The JCC were requested to forward updates or amendments to the Treasurer by 1 June 2011. The meeting considered and agreed to the recommendation:

- That the JCC (a) Agree the project and its timescales;
- (b) Agree to complete the work requested

(c) The JCC Policy and Travel Document

The Treasurer thanked the meeting for their work when submitting T1s. The meeting requested that the Credit Card section is reviewed prior to agreeing to approve the JCC Policy and Travel Document. All other parts of the document were approved.

(d) Management Accounts January 2011

The Meeting noted the Accounts.

(e) JCC Fighting Fund

The meeting considered Agenda Paper R and it was emphasised there is a caveat on holding reserves in place for the mortgage. The Sergeants Central Committee reported they had agreed to donate nearly 60% of their 2010 excess which amounted to £88K, the equivalent of £4 per member and the ICC reported that they agreed to provide £40K to the fighting fund,(excess income for 2010 was £36K). Both Committees were thanked for their generosity. The following recommendations were made:

1. An initial fighting fund is established of £250,000 which was provisioned for at the end of year 2010

The Joint Central Committee accepted the recommendation

Unanimous

2. A further £250,000 is drawn down from the Joint Reserves, if required

The Joint Central Committee accepted the recommendation

For 25

Against 1

Absention 2

3. The JCC agree to an emergency budget paper if necessary, for either or both the JCC meetings in June and September in order to cut the planned expenditure agreed in November 2010 JCC meeting for 2011 to ensure we do not have a 2011 negative budget / end of year.

The Joint Central Committee accepted the recommendation

For 25 Against 0 Absention 3

- (f) The Draft Financial Statement was distributed and the Treasurer drew attention to salient points. The Meeting noted the draft accounts.

10. JCC TRUSTEES

- (a) The meeting noted that the Trustees had not met since the previous JCC Statutory Meeting in January 2011. It was noted that the Trustees had declined to attend as they had no issues to raise with the Committee.

11. EQUALITY SUB-COMMITTEE MEETING – 8 FEBRUARY 2011

- (a) The minutes of the Equality Sub-Committee Meeting held on 8 February 2011 were noted.

Additional Equality Matters

(b) Memorandum of Understanding between PFEW and NBPA

A brief history explaining the rationale for the Memorandum of Understanding was given. The wording was discussed but it was highlighted that this is consistent with other Memorandums of Understanding in place with the Transgender and NDPA groups.

It was recommended that the JCC sign the MoU.

The Joint Central Committee accepted the recommendation

For 18 Against 0 Abstention 7

(note not everyone was present in the room)

12. JCC EQUALITY ACT (POSITIVE ACTION PROVISIONS) WORKING GROUP – 16 FEBRUARY 2011

- (a) The notes of the JCC Equality Act (PAP) Working Group held on 16 February 2011 were noted. There were no recommendations to consider.

Additional JCC Equality Act Working Group Matters

(b) Equality Act (Positive Action Provisions) Working Group Update

The meeting noted the contents of Paper C and its appendix A which high-lighted there are still significant numbers of non returns. The meeting noted that legislation requires Branch Boards to ensure they are representative and they will have to justify which reserve seats they have. Reminders have been given and the Committee were urged to speak to their Branch Boards to try and ensure forms are returned.

(c) **Equality Monitoring Form**

The meeting noted concerns had been raised by Branch Boards regarding the information being requested. The Meeting agreed that the forms affect other areas of the business and issues of confidentiality need to be addressed centrally. 'JBB Circular 09/2009 – Application for Legal Assistance from the Voluntary Funds', is due to be re-issued and a statement stressing the confidentiality of the document will be added. This recommendation was accepted by the meeting.

13. **EXECUTIVE COMMITTEE MEETING – 9 MARCH 2011 and EXTRAORDINARY MEETING HELD ON 21 MARCH 2011**

(a) The minutes of the Executive Committee Meeting held on 9 March were not admitted.

(b) The Meeting noted that the minutes from the Extraordinary Committee Meeting on 21 March 2011 were still to be agreed.

Additional Executive Matters

(i) **Chairman's Report**

All items were covered on the agenda.

(ii) **Letter of Thanks from CC Giannasi**

The meeting noted Chief Constable Giannasi's letter of thanks for the award of the presentation piece.

(iii) **JCC Presentation Pieces**

It was proposed that the process for the award of JCC Presentation Pieces was simplified. In order to streamline the business and maintain the prestige of the award three recommendations were proposed;

That the JCC agree to there being 2 separate awards; one for JCC members and a separate or 'Honorary' award to those deemed worthy of recognition.

The Joint Central Committee accepted the recommendation

For 24 Against 2 Absention 1

(note: not all present in the room).

That any member who serves on the JCC shall be presented the JCC award automatically unless 2 members of the JCC present a written submission to the contrary, in which case a debate and secret ballot will be permitted at the next JCC meeting;

The Joint Central Committee accepted the recommendation

For 20 Against 4 Abstention 3

(note: not all present in the room).

That any person, nominated in writing by 2 JCC members, receive the 'Honorary' award, unless any member of the JCC makes a written objection, in which case a debate and secret ballot will be permitted at the next JCC meeting. The criteria for the award shall be an outstanding contribution to policing with reference to assisting, supporting, or contributing nationally to the efforts of the PFEW.

The Joint Central Committee accepted the recommendation

For 18

Against 4

Abstention 5

(note: not all present in the room).

The nature of the award was discussed and proposals made regarding the existing award. It was noted that this was not the subject of this paper. However the recommendation agreed clearly stated there should be two separate awards, the existing JCC award and the Honorary presentation piece. The Deputy Treasurer agreed to research further award items. This Paper was carried as JCC policy.

(iv) Award of Presentation Piece to Sarah Drury

Following Item 13(iii) the General Secretary proposed that the Meeting adjourn for 15 minutes to allow the opportunity to submit a written objection. This was agreed by the Chair. Correspondence was received and in accordance with the policy it was announced that there would be a debate and secret ballot at the next JCC meeting.

(v) Flint House trustees Meeting

The meeting noted the contents of Paper G – Summary of Trustees Meeting at Flint House.

(v) Leicestershire Missed Motion

The meeting noted Paper H – a letter dated 10 February 2011 to the Chairman from Leicestershire Police Federation. The Committee noted that the Branch Board had missed the deadline for the submission of motions and were requesting that the JCC adopt the proposed motion as policy. The committee agreed that as it proposed changes to the CAC procedure and Conference Standing Orders they could not accept it as policy as these had previously been agreed and adopted by conference. The General Secretary agreed to inform the Branch Board of the decision.

(vi) History of PFEW Involvement in Police Pay and Conditions

The meeting duly noted the contents of Paper K – the History of PFEW Involvement in Police Pay and Condition, and the Chair thanked Mr Giblin for his work.

(vii) Metropolitan Motions to Conference

The General Secretary reminded the Meeting that decisions at Conference are not binding upon the JCC unless they are concerning the Fund Rules. Concern was expressed that if the JCC accepted the motions as policy there may be instances when this is not achievable. The committee had some sympathy with what the motions were seeking to achieve but concern was expressed that the actual wording of the motions may be going further than what was being intended and therefore they could not be accepted as policy.

It was suggested these motions are remitted as they do not fully deal with the issues and that a meeting is convened with relevant parties to progress the issue. It was noted that the motions are also submitted to each separate rank committee.

Additional Health and Safety Matters

The General Secretary noted Paul Lewis and Paul Ginger are due to retire and placed on record his thanks for their sterling work and support as Secretary and Chair of the sub-committee.

15. LEGISLATION SUB-COMMITTEE – 10 FEBRUARY 2011

- (a) The minutes of the Legislation Sub-Committee held on 10 February 2011 were noted. There were no recommendations to consider.

Additional Legislation Matters

The meeting noted the disappointing news that penalties for assaults on Police Officers have been reduced.

Mr Reed was thanked for his Chairmanship of Legislation Sub-Committee, a position he held for seven years and in particular for his work on stop and search during that time.

16. OPERATIONAL POLICING SUB-COMMITTEE – 10 FEBRUARY 2011

- (a) The minutes of the Operational Policing Sub-Committee held on 10 February 2011 were noted. There were no recommendations to consider.

Additional Operational Policing Matters

Mr Riches gave a verbal update regarding a meeting in Northumbria about Mutual Aid in Northern Ireland. PFEW joined forces with PFNI and SPF and agreed not to comment at this meeting but to consider further and submit a cohesive response at a future meeting.

It was noted that PFEW HQ is on the Olympic cycling route and a Health and Safety questionnaire requires completion. Mr Lewis agreed to assist with this matter.

17. PROFESSIONAL DEVELOPMENT SUB-COMMITTEE – 9 FEBRUARY 2011

- (a) The minutes of the Professional Development Sub-Committee held on 9 February 2011 were noted. There were no recommendations to consider.

Additional Professional Development Matters

There were no additional matters

18. PROFESSIONAL STANDARDS SUB-COMMITTEE – 8 FEBRUARY 2011

- (a) The minutes of the Professional Standards Sub-Committee held on 8 December 2010 were noted. There were no recommendations to consider

Additional Professional Standards matters

(b) Northants Complaints Procedure Motion

The meeting noted from the CAC Third Report that this motion was not accepted. It was noted that Northants submitted two motions and that the second motion is similar to a previous motion from Wiltshire that has already been accepted as policy.

The recommendation that the JCC adopt as policy the first Northamptonshire Motion was considered.

The Joint Central Committee agreed the recommendation

Unanimous

The General Secretary undertook to inform the Branch Board of the decision.

19. LEARNING AND DEVELOPMENT

Additional Learning and Development Matters

The Committee were thanked for their assistance delivering training courses to date. Further dates have been circulated.

Twenty five Training Needs Analysis responses have been received and work is on-going to produce 2012 training timetable.

20. OLYMPICS WORKING GROUP- 3 FEBRUARY 2011

(a) The notes of the meeting were duly noted. There were no recommendations to consider.

Additional Olympics Matters

Mr Coppen updated the meeting in respect of an Olympic Training meeting attended on 10 March 2011. It was noted Protection training is underway and planning and logistics software is being developed.

Mr Coppen updated the meeting on an Olympic Stakeholders meeting attended on 14 March 2011. It was noted there is agreement to involve the PFEW in planning duty patterns.

Mr Evans and Mr Coppen have met with Dorset planning team and assured the meeting that welfare has been considered and that planning is well advanced.

21. FUTURES WORKING GROUP- 15/16 MARCH 2011

(a) It was noted that the notes of the Futures Working Group held on 15/16 March 2011 have yet to be agreed.

Additional Futures Matters

(b) The meeting noted that the next Futures meeting will focus on alternatives to incremental pay increases and this will be reported back to the following JCC meeting.

**(i) MOTIONS AND AMENDED MOTIONS AT CONFERENCE-
Metropolitan**

“That this Conference directs the JCC that any motion or amended motion, passed by the delegates at the Police Federation of England and Wales AGM at Conference is binding on the JCC and cannot be amended except by a further motion passed at a future AGM of the Police Federation of England and Wales Conference.” **CAC Accepted**

**(ii) MOTIONS AND AMENDED MOTIONS PRIOR TO CONFERENCE
Metropolitan**

“That this Conference directs the JCC that any proposal, motion or amended motion, accepted by the JCC prior to the Police Federation of England and Wales AGM at Conference is binding on the JCC and cannot be amended except by a further motion passed at a future AGM of the Police Federation of England and Wales Conference.” **CAC Accepted**

The meeting noted Motions (i) and (ii) from the Metropolitan have already been dealt with under item 13(vii). Mr Smith will give the platform view.

**(iii) REVIEW OF CONFERENCE
North Wales**

“That this Conference instructs the Joint Central Committee to initiate a review of the National Conference to examine all elements of the event, to include location, duration, format and content to ensure that it is a viable and efficient event, particularly in the current economic climate. Any review would need to be time bonded and report back to the next Conference with clear options and recommendations.” **CAC Accepted**

The committee agreed that as the motion proposed changes to the conference they could not accept it as policy as these had previously been agreed and adopted by conference. It was agreed that it was for conference to decide if the arrangements for conference needed to be reviewed. The committee agreed that Ms Nesbit would give the JCC view at conference. The General Secretary undertook to inform the Branch Board of the decision.

**(iv) SPECIAL CONSTABULARY MEMBERSHIP
(Special Constabulary Working Group) JCC**

“That this conference instructs the JCC to seek changes to police regulations and the police act so that all special constables become non subscribing members of the PFEW.” **CAC Accepted**

The meeting agreed Mr Riches will propose the motion and Mr Huitson will second.

**(v) IPCC INVESTIGATIONS COMPLAINT PROCEDURE
Northamptonshire**

“Where a Police Officer has been subject to an investigation by the IPCC and believes that it has been unfair, inadequate or disproportionate, and then they can make a complaint with regard to how that investigation is being or has been conducted.” **CAC Rejected – did not comply with procedures as set out in CAC Circular 2/2011**

(vi) **POLICE INVESTIGATIONS COMPLAINT PROCEDURE**

Northamptonshire

“Where a Police Officer has been subject to an investigation by the police and believes that it has been unfair, inadequate or disproportionate; they can make a complaint regarding how that investigation is being or has been conducted.” **CAC Rejected – did not comply with procedures as set out in CAC Circular 2/2011**

These motions were dealt with under Item 18(b)

(vii) **NOVEMBER BUDGET**

Northamptonshire

“This Conference instructs the Joint Central Committee to produce a budget to the Joint Branch Board Chairs and Secretaries in November each year for the following financial year. That budget shall form part of the Treasurer’s report at Conference each year.” **CAC Accepted**

The Treasurers recommended this was accepted as policy and in future the front sheet of the budget paper will be circulated.

The Joint Central Committee agreed the recommendation

For 25 Against 0 Abstentions 2

(note: not all present in the room).

The General Secretary undertook to write to the Branch Board informing them of the decision. He also undertook to write to the CAC informing them of the decisions made by the committee.

Additional Conference Matters

The Treasurer confirmed he will not be looking for an increased subscription for January 2012.

The meeting noted that Branch Boards may be intending to bring additional observers for the Home Secretary speech. The Vice Chairman was looking into this and it will be raised at the Chairs and Secretaries meeting on 30 March 2011.

23. PUBLICATIONS

The meeting noted the circulars which have been issued since the last meeting of the JCC

24. ANY OTHER BUSINESS

The meeting noted that three members of the JCC were standing down at Conference and this was the last Statutory meeting for Paul Ginger, Paul Lewis and Neil Hickey. The Chairman thanked them for their contributions to the JCC and wished them well for their retirement.

Lewis Live gave a presentation in respect of a forum tool which was proposed as part of the strategy. This will be presented at Chairs and Secretaries on 30 March 2011 before a decision is made.

25. NEXT MEETING

The next statutory meeting will be held post conference at the Premier Inn Bournemouth on 20 May 2011.

26. CLOSURE

There being no further business, the Chairman declared the meeting closed.

PAUL McKEEVER, BA (HONS)
Chairman

IAN RENNIE
General Secretary

DRAFT