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IR/lm

4 November 2013

**UNRATIFIED MINUTES OF A MEETING OF THE JOINT CENTRAL COMMITTEE
HELD AT FEDERATION HOUSE, LEATHERHEAD ON 30 & 31 OCTOBER 2013**

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|-------------------------------|--|--|
| | *S WILLIAMS MA FCMI (CHAIRMAN) 30/10 only | |
| | *I RENNIE (GENERAL SECRETARY) | |
| | * M MORDECAI BA (Hons) (TREASURER) | |
| * S White | * S Smith | * G Gallimore BSc (Hons) |
| * P Barker | * D Campbell | * Miss C Davies |
| * PR Davis 30/10 only | Mrs F Douglas-Mullett | * A Dumbiotis FCILEx – 30/10 only |
| * S Evans BA (Hons) | * P Ford | * A Fittes |
| *SGarmston | * JFM Giblin MA | K Huish |
| * P Huitson 30/10 only | Mrs AM Kirkwood | * Mrs J Lawrence BA(Hons) |
| * Z Mader | * R Nelson | * A Ogg |
| * W Riches 30/10 only | * Mrs K Stephens | * G Stuttaford FCMI |
| * I Trueman | * A Ward | * Mrs J Willetts |

***Denotes Attendance**

1. ATTENDANCE AND NOTICES

One minutes silence was observed in recognition of the recent death of PC Andrew Duncan

It was noted that the presentations in relation to prospective PR companies had been cancelled.

2. JCC STATUTORY MEETING HELD ON 4/5 September 2013

The meeting agreed the minutes of the JCC meeting held on 4/5 September 2013.

3. MATTERS ARISING

There were no matters arising.

4. POLICE NEGOTIATING BOARD

(a) A report providing a detailed update of full board and federated ranks board matters was circulated prior to the meeting. There were no questions raised.

5. PENSION MATTERS

(a) A report was circulated prior to the meeting. The General Secretary also provided a verbal update with regard to progress in respect of the proposed changes for 2015.

6. POLICE ADVISORY BOARD

- (a) A report was circulated prior to the meeting containing detailed information and there were no additional questions asked.

7. REVIEW OF PAY AND CONDITIONS

- (a) The General Secretary updated the meeting in respect of the PAT hearing that will take place on 15 November 2013. It was noted that Mrs Stephens is representing PFEW in the work of the College in relation to Foundation Skills Testing and Threshold Skills Testing.

8. EXECUTIVE COMMITTEE MEETING

- (a) It was noted that the Executive meeting due on 22 October was replaced by an Extraordinary JCC meeting.

Additional Executive Matters

(i) Chairman's Report

The meeting noted the agenda paper and there were no questions arising.

(ii) Correspondence from Charmian McKeever

The meeting noted the correspondence received.

(iii) To consider JCC Anti-Bullying & Harassment Policy

The meeting noted that the policy had been revised with regard to line management differences in respect of staff and JCC members in order to address the concerns expressed at the last meeting. There were no questions raised and Mr Smith proposed that the Joint Central Committee approve as policy the Anti-Bullying and Harassment Procedure for JCC members and staff. This was seconded by Mr Rennie.

This was agreed unanimously.

(iv) Joint (UK) Meeting

The meeting noted that the Scottish Police Federation has put together a draft agenda and volunteers were requested to represent PFEW within the presentations. Mrs Stephens will cover Career Pathways for Detectives. Mr Garmston will cover the College of Policing. Mr Nelson will cover Mutual Aid and Held in Reserve. Mr Williams will lead on Communications Strategy, the Policing Austerity Report, Performance Culture and Targets and Ms Willetts would support him in respect of collaborations. The meeting noted that when the agenda is finalised it will be circulated.

(v) Presentation for Clive Chamberlain

The General Secretary confirmed that no objections had been received and therefore, in accordance with the policy Mr Chamberlain will receive the presentation piece.

(vi) JCC Networking Meetings

The JCC networking dates set in January 2014 were noted. Other dates have not yet been agreed.

9. TREASURERS SUB-COMMITTEE MEETING – 22 October 2013

- (a) The meeting noted the minutes from the Treasurers meeting held on 22 October and there were no recommendations to consider.

Additional Treasurers Matters

(i) Budget 2014

The Treasurer reported that the budget had been presented to the separate rank treasurers and drew attention to the fact that it was set based upon 125,000 subscribing members. The Treasurer responded to questions asked and proposed that the Joint Central Committee accept the 2014 Budget.

This was agreed unanimously

The Treasurer recommended that the Death Benefit remains at £3350.

This was agreed unanimously

(ii) South Wales JBB Loan

The Treasurer reported he was satisfied that the repayment could be met and made the recommendations:

1. That the Joint Fund loans South Wales JBB the sum of £100,000 as detailed within the agenda paper
2. That the loan is secured against the property
3. That the JBB is responsible for the legal costs incurred by the Joint Fund in setting up the loan

The three recommendations were unanimously agreed.

(iii) Nottinghamshire JBB Loan

The Treasurer reported he was satisfied that the repayment could be met and made the recommendations:

1. That the Joint Fund loans Nottinghamshire JBB the sum of £75,000 as detailed within the agenda paper
2. That the loan is secured against the property
3. That the JBB is responsible for the legal costs incurred by the Joint Fund in setting up the loan.

The three recommendations were unanimously agreed.

10. JCC TRUSTEES REPORT

- (a) The meeting noted the minutes from the Trustees meeting held on 24/25 October 2013. The Trustees had been invited to the meeting but did not attend on the basis that there were no items to raise with the committee.

11. EQUALITY SUB-COMMITTEE MEETING – 10 October 2013

- (a) The meeting noted the Equality Sub-Committee update.

Additional Equality Sub- Committee Matters

(i) School Holidays

The meeting noted that the reduction in officer numbers together with the increase in mutual aid requests had resulted in forces reducing the number of officers allowed to take leave at any one time which was causing difficulty for

officers wishing to take leave within school holidays. This could result in officers having to remove their children from school during term time to have a family holiday, which may see officers being subject to local education authority fines if the circumstances were not deemed exceptional.

Mr Trueman agreed to withdraw the recommendation on the paper and the Chair agreed to include it on the agenda of the next consultative meeting with ACPO and the Superintendents Association.

(ii) EDHR Strategy

The meeting noted the EDHR Strategy.

12. HEALTH AND SAFETY SUB-COMMITTEE – 9 October 2013

(a) The meeting noted the Health and Safety Sub-Committee update. There were no recommendations or additional matters to consider.

13. LEGISLATION SUB-COMMITTEE – 8 October 2013

(a) The meeting noted there were no recommendations to consider. It was noted that responses to consultations had been discussed at the Sub-Committee Secretaries meeting. A list of outstanding responses was circulated and those who have responded were thanked. The meeting were reminded to ensure that Nicola Wood in Research is advised of all responses.

14. OPERATIONAL POLICING SUB-COMMITTEE – 10 October 2013

(a) The meeting noted the Operational Sub-Committee update. The JCC Policy with regard to Mutual Aid to Northern Ireland was discussed. It was suggested that this is amended to: 'The PFEW will support any policing colleagues in times of need as long as proper safeguards and security are put in place.' Whilst not supportive of the fact that officers are sent over to Northern Ireland the meeting acknowledged that over 5000 officers had been deployed and members were volunteering to go. It was emphasised that proper safeguards in place was a key consideration.

The adoption of this policy was unanimously agreed.

Additionally the paper asked if our officers should be routinely armed when in Northern Ireland, and if so should they be armed both on and off duty in line with PSNI officers? It was noted that risk assessments for our officers, rather than PSNI generic risk assessments have been requested on several occasions. The meeting noted that this question was still a work in progress and could not be decided at this meeting.

The third question on the paper was 'How do we proceed to negotiate a remuneration package for officers deployed on mutual aid to Northern Ireland? The meeting noted that the Home Office view is that a remuneration package sits with PNB and not in the ACPO working group. The General Secretary confirmed that it was unlikely that the Official Side would revisit the current arrangements but that he would write to identify the unfairness and difficulties caused during UK deployments because of the different pay and conditions between Scotland, Northern Ireland, England and Wales. Mr Nelson was also asked to keep this on the agenda at the ACPO Working Group.

The meeting noted that Mr Learmonth is due to retire in January 2014 and there is currently no replacement identified.

Additional Operational Policing Matters

(i) Taser

Mr Campbell thanked the members of the Equality and Operational Sub Committees for their assistance with this matter. The meeting noted the 2012 Annual Report for Operational Policing Sub-Committee made reference to the PFEW position on Taser which was to encourage greater access and acknowledge that it was a useful tool.

The recommendations that the JCC note the current PFEW position on Taser and that the Operational Policing Sub-Committee carry out a member's survey in conjunction with PFEW communications department on Taser's current use and deployment in the workplace were made.

This was unanimously agreed.

15. PROFESSIONAL DEVELOPMENT SUB-COMMITTEE – 9 October 2013

- (a) The meeting noted the Professional Development update and there were no recommendations to consider.

Additional Professional Development Matters

(i) NPPF College of Policing Paper

The Vice Chair welcomed Mr Couch and Mr McGuigan from the College of Policing. They were invited to address the meeting and provided a history of the NPPF. It was noted that Mr Marshall, the College CEO had sent his apologies.

The meeting noted that the timeframe for the NPPF to be rolled out to forces was from 1 April 2014 and that Mr Marshall has written to the Minister proposing that there is no further OSPRE part two assessment centres delivered after 2013. The introduction of the NPPF would also see officers who have been successful in Ospre Part 2 examinations having the qualification removed and being required to enter the NPPF process at the same point as those officers who have only successfully passed Ospre Part 1.

The General Secretary explained that PFEW has identified significant unfairness and serious concerns, in respect of the potential discriminatory impact of the NPPF, which had been expressed both orally at meetings and on several occasions in writing, both to the Minister and the College. This included the requirement under the Public Sector Duty for the decision maker to give 'due regard' and to justify any discriminatory impact as a proportionate means of achieving a legitimate aim. This is currently the decision of the Minister until the Section 50 powers transfer to the College in April next year.

The meeting agreed that the JCC policy remains unchanged. The General Secretary agreed to verbally update Mr McGuigan and Mr Couch and to write formally if required.

(ii) Fast Track/ Direct Entry

The meeting noted the update. The General Secretary asked if the Strategic Command Course consultation in March had been responded to and asked for a copy to be forwarded to Research to be retained on file.

16. PROFESSIONAL STANDARDS SUB-COMMITTEE – 8 October 2013

- (a) There were no recommendations to consider.

Additional Professional Standards Matters

The meeting noted that ACPO had expressed concerns regarding the transfer of resources to IPCC. Additionally it was noted there was a possibility of more open hearings for allegations of gross misconduct in the future. Mr Smith reported he had attended the Home Office with regard to the Police Disciplinary System and that he would be attending a further meeting scheduled for the beginning of December.

17. LEARNING AND DEVELOPMENT

(a) The meeting noted the Learning and Development update.

Additional Learning and Development Matters

The meeting were asked if they could cover the scheduled courses that were still without Course Directors. Concerns were noted with regard to the number of courses being cancelled, but it was noted that the New Reps courses are well attended.

18. APOLLO GOLD GROUP

Additional Apollo Gold Matters

The committee noted that the Critical Incident Policy adopted in 2011 may not be meeting the needs of the organisation. That the Gold Group model used does not reflect the real operational implementation and that the make-up of this group needed to be revisited. It was suggested and agreed that any Gold Group should be a small group setting the strategy with a Silver Group to provide support by undertaking any work. It was agreed that the Apollo Gold Group would convene and make recommendations regarding the structure of Gold Groups and who the right people are to attend them and what documentation is required for future critical incidents. Additionally it was agreed that Gold Groups should only be convened for future critical incidents and other groups should be Working Groups.

19. COLLEGE of POLICING GOLD GROUP –7 October 2013

(a) The meeting considered the College of Policing update.

Continuous Professional Development was discussed and it was noted that there is currently a lot transformation in the College at the moment as they move towards becoming statutory body. The Governing Board is a decision making body and the College is forming a consultation process so interested parties can be formally consulted before issues go to the Professional Committee and Board.

The committee expressed continued support with regard to Continuous Professional Development (CPD). The meeting noted that the College should provide relevant information regarding the maintenance of CPD including the costs. It was also highlighted that it is incumbent on the employer to ensure staff are trained to the level required particularly where Public Safety is concerned, and forces should cover the costs for CPD. It was noted that there is a need for more detail, but that there can be an agreement in principle.

The second point for consideration was that if officers become Federation Representatives the skills acquired through being a Federation Representative need to count towards CPD. The meeting agreed this should link to operational

competence as Representatives support the welfare and efficiency of the service whilst looking after members. It was agreed to pursue this as a principle.

The meeting noted that the College recognised compulsory fees were not beneficial, particularly as many members are already under financial pressures. The meeting were reminded that the National Chairs and Secretaries had thought it useful to be involved on a voluntary basis as a principle but that this would not be pursued until the Independent Review recommendations are known. Additionally it was highlighted that the employer should pay a corporate fee on behalf of individuals. The meeting agreed that whilst a decision could not be made at the current time the principle that membership and fees should not be compulsory and that the licence to practice for officers already exists through the royal warrant remained the position of the JCC.

The Governing Board structure and size was discussed. It was noted that Board members are required to complete a skills matrix to ensure the Governing Board is fit for purpose. The meeting discussed succession planning and noted that anyone standing for this position should have the right skills. A wide strategic overview and good background in professional development matters along with an overarching view of all parts of key Federation business would be preferable. . The meeting noted that Mrs Lawrence has asked the College if someone could shadow her role in an elect position and this has been agreed nearer the handover date. The meeting noted Mrs Lawrence intends to stand down from the position in May 2015 .and agreed to elect the new person in November 2014 to shadow the role. Going forward it was agreed this will be linked to triennial elections.

The General Secretary proposed that the election of an elect position for the JCC College Board Representative would be held at the September 2014 JCC meeting and that the successful person would replace Mrs Lawrence on her retirement unless circumstances changed and the JCC were required to revisit the decision.

This was unanimously agreed

(ii) Code of Ethics Consultation

The meeting noted the paper and the contents of the draft 'Code of Ethics'.

- (iii) The General Secretary recorded his gratitude for the assistance of JCC members with the preparation for the Professional Committee meeting. It was noted the next meeting is scheduled for 13 November 2013. The committee noted that due to other federation commitments sub-committee meetings were often not fully attended, which was resulting in members of that sub-committee not being updated in relation to particular aspects of business if the individual who leads in that area was not in attendance. The General Secretary suggested that anyone attending a College Business Area or other stakeholder meeting on behalf of the JCC should submit a report on the business and outcomes from the meeting to the Secretary of the Sub Committee responsible for that business area who should then circulate it to members of their sub-committee and if relevant, to other sub-committee Secretaries, the General Secretary and Mrs Lawrence. It was agreed that the report should only be accompanied by other documents if they are relevant and in which case attention should be drawn to any key issues of interest within the papers. It was noted that this was not being proposed as policy, but as a useful working practice and was agreed by the meeting.

**20. EQUALITY ACT (POSITIVE ACTION PROVISIONS) WORKING GROUP – 17
September 2013**

The meeting noted the Equality Positive Action update.

Additional Equality Working Act Matters

It was noted there had been a large number of requests for the App for elections. The meeting were asked to advise Ms Davies of any forthcoming JBB election dates to enable her to contact the JBB Secretary with the App details

21. HILLSBOROUGH GOLD WORKING GROUP

Additional Hillsborough Gold Matters

It was reported that interviews as witnesses have started and that the plan had been to conclude all initial interviews by December 2013. This was not likely to be achieved and despite multiple interviews being conducted per a day. There are still over 400 to conduct and it will still prove difficult to complete by end March 2014. South Yorkshire Branch Board has approached the centre to ask for rented accommodation when the inquest commences in Manchester for the DLO who will need to attend on a daily basis. This will save journey time and costs and is also for security reasons for dealing with correspondence in the evening. The meeting agreed unanimously for this to be progressed by the Deputy General Secretary.

22. MUTUAL AID GOLD GROUP - 5 July and 30 July 2013

The meeting noted the Mutual Aid Gold Group update and no questions were raised.

Additional Mutual Aid Gold Matters

Mr Nelson discussed the proposed survey of members who had deployed to Northern Ireland and it was noted that this had already been written by PSNI and was due to be launched on 11 November with a closing date of 8 December 2013. PSNI had promised to circulate a copy to PFEW but despite reminders, this has still not been received. It was agreed it was important to be sighted on the proposed questions.

It was reported that NPOCC would like agreement to train four representatives from PFEW to be embedded within NPOCC if there are any further occurrences of Mutual Aid to Northern Ireland. It was felt this would add value and interrogate systems. The meeting agreed this would be useful.

23. RESOURCES WORKING GROUP – 21 October 2013

There were no additional resources matters to report.

24. SPECIAL CONSTABULARY WORKING GROUP – 17 September 2013

The Special Constabulary update was noted.

Additional Special Constabulary Matters

The meeting noted region four had asked for some information with regard to Specials but that this would be discussed at the next Special Constabulary Working Group and reported back. Mrs Willetts offered to give an update at the National Chairs and Secretaries Meeting if required.

25. STRATEGIC PRIORITIES

The meeting noted that the inaugural meeting was scheduled for this week if time permitted.

26. WELSH DEVOLUTION WORKING GROUP – 17 September 2013

Additional Welsh Devolution Matters

The meeting noted the Silk response had been submitted and that a Welsh translation version had been written. It was noted that a further meeting will take place at the end of November to look at the next phase of work

27. WEB AND APP WORKING GROUP

Additional Web and App Matters

The meeting noted that the extranet soft launch had taken place.

There have been a number of updates for the App and the push notification being used for first time with regard to the RSA interim report. Additionally it was noted there will be a link to Slater and Gordon in respect of a legal section

28 COMPULSORY SEVERANCE CAMPAIGN

(a)The meeting noted that the presentations were cancelled and the Chairman asked Mr Webb to address the JCC.

Mr Webb suggested there was some merit in a broader campaign to help confidence levels in PFEW, the Office of Constable and the Police Service in general. He advised that a collective brief should be written for the agencies who would tender and that they would need to understand the aims of the organisation. He advised that the type of campaign that would seek to influence and engage the public, stakeholders and members needed expertise and needed to be effectively joined up. The company would not make the decisions on behalf of the JCC, but would provide the support and expertise necessary to carry out the decisions. The meeting noted that now was not the time to commence a campaign and discussed when would be the most effective time.

Mr Webb suggested a scoping exercise and the possibility of holding focus groups which would assist with developing a better product. The meeting agreed that threats and opportunities needed to be recognised and evaluated and that a risk register should be set up. It was noted that different agencies might be required to achieve different aspects such as PR, lobbying and marketing. It was also noted that the internal communications also needs to be effective. The importance of engaging with stakeholders was also recognised.

The CCC asked for Portland PR to be approached. It was agreed that the JCC would carry out some initial analysis to produce a brief before any agencies are engaged. It was agreed to convene following the JCC meeting to identify key risks and start some analysis to assist with designing a brief to enable agencies to pitch and develop plans for the next year to eighteen months.

29. INDEPENDENT REVIEW

The meeting noted the publication of the interim report and that Sir David Normington and Anthony Painter would be attending following the JCC meeting on Wednesday 30

October 2013. Also, that they had accepted an invitation to attend the JBB Chairs and Secretaries meeting the following week.

30. CONFERENCE MOTIONS 2013

(i) Change to Regulations 12(1A) Election of Members to Central Committee and Change to Conference Procedure- Reg 11 Nominations

The General Secretary reported he has written to the Home Secretary and is hopeful the required regulatory change would be in place by the elections next year. He will liaise with the CAC to publicise the changes.

(ii) Reduce Subscription Rates to the Police Federation for New Recruits

The Treasurer drew attention to JBB Circular 14/2013

31. CONFERENCE 2014

(a) To note Policy Change Ideas Received to Date

The meeting noted there was a slight anomaly with the three items of correspondence received from Northants as they should now be policy change ideas.

(i) Publishing JCC Expenses

(ii) Consolidation of Claims Departments

(iii) Right to Declare Separate

Following discussion, the JCC decided that it would not be appropriate to make any decision to accept these matters as policy or to consult more widely with Branch Boards in accordance with CAC Circular 2/2014, as the three policy proposals could be expected to be addressed within the Independent Review report and it would be premature to make such changes to policy until consideration can be given to that report. The meeting agreed not to make a decision and to await the Independent Review Report in January. The General Secretary undertook to inform the Branch Board.

32. PUBLICATIONS

The publications were duly noted.

33. ANY OTHER BUSINESS

The meeting noted that following completion of the JCC on Thursday there would be an informal discussion session.

34. NEXT MEETING

The next statutory JCC meeting is scheduled for 22/23 January 2014

Steve Williams
Chairman

Ian Rennie
General Secretary