

**Police Federation
of England and Wales**



Established by Act of Parliament

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**Ffederasiwn Heddlu
Lloegr a Chymru**

IR/lm

29 June 2012

**RATIFIED MINUTES OF A MEETING OF THE JOINT CENTRAL COMMITTEE
HELD AT FEDERATION HOUSE, LEATHERHEAD ON 27 JUNE 2012**

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

*I RENNIE (GENERAL SECRETARY)

*M MORDECAI, BA (Hons) (TREASURER)

* S Reed, BSc (Hons)
* P Barker
* PR Davis
* JFM Giblin, MA
* A Jones C.Mgr FCMI
* Z Mader
* A Ogg
* G Stuttaford FCMI
* S White

* S Smith
J Coppen
* A Dumbiotis, F Inst.L.Ex
* K Huish
* Mrs AM Kirkwood
* R Nelson
* K Powell, BSc(Hons)
* M Taylor
* Mrs J Willetts

* G Gallimore, BSc (Hons)
* Ms C Davis
S Evans BA (Hons)
P Huitson
Mrs J Lawrence BA(Hons)
* Ms JA Nesbit
* W Riches
* I Trueman
* S Williams

***Denotes Attendance**

1. ATTENDANCE and NOTICES

The Chairman welcomed all to the meeting and announced that Mr Bratt's session would be brought forward.

Apologies were received from John Coppen, Steve Evans and Paul Huitson

2. JCC STATUTORY MEETING HELD ON 21 & 22 MARCH 2012 and 18 MAY 2012

The meeting agreed the minutes of the meetings on 21-22 March and 18 May as a true record.

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 were no other matters to be reported.

(b) The meeting noted that minutes of the Staff Side of the Police Negotiating Board held on 11 April were still to be agreed.

(c) The meeting noted that minutes of the Full Police Negotiating Board held on 12 April 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 meeting noted that the response to the Home Secretary's consultation was on the website and has been circulated. Thanks were recorded for Mr Jethwa and Mrs Conway for their work together with Mr Sturzaker. It was further noted that the majority of comments received in connection to this response had been favourable and indicated that members understand the issues being addressed. The meeting noted any changes to pensions will require a change to legislation.

6. FEDERATED RANKS COMMITTEE OF THE POLICE NEGOTIATING BOARD

(a) A report 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

(b) The meeting noted the minutes of the Federated Ranks Committee Staff Side held on 11 April 2012 have yet to be agreed.

(c) The meeting noted that minutes of the Federated Ranks Committee held 12 April 2012 have yet to be agreed.

7. POLICE ADVISORY BOARD

(a) 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 meeting was updated by the General Secretary, Mrs Lawrence and the Deputy General Secretary in relation to the Winsor Part 2 recommendations currently being considered within a PAB working group.

8. REVIEW OF PAY AND CONDITIONS

(a) The General Secretary updated the committee on the PNB process that was currently considering the Winsor Part 2 recommendations.

9. TREASURERS SUB-COMMITTEE MEETING – 24 APRIL 2012

(a) The minutes of the Treasurers Sub-Committee meeting held on 24 April 2012 were duly noted. There were no recommendations to be considered.

(b) JCC Credit Cards - the Treasurer requested all to be vigilant due to a reported fraud last month

(c) Electronic Expenses - the meeting noted the training is on-going and there will be an overlap whilst current and new systems are being reconciled.

(d) IT Provision for JCC

The meeting considered agenda paper A and the recommendations:

**1. For those JCC members that want them, iPad3's are purchased at today's middle specification (Wi-Fi only 32gb)
FOR 24 ABSTENTION 2 (not all in room)**

**2. For those JCC members that want iPhones, that they are exchanged for their current phone and/or Blackberry, but this to start only when the new version of the iPhone becomes available (approx. August)
FOR 24 ABSTENTION 2 (not all in room)**

**3. Of the existing staff that have a phone provided by PFEW, those that are 'Heads of Department' are provided with iPhones as per point 2
FOR 24 ABSTENTION 2 (not all in room)**

The Treasurer recorded his thanks for the Deputy Treasurer and the work he did with the exhibition at Conference which generated savings enabling this purchase to be made.

10. JCC TRUSTEES

The meeting noted that no issues had been raised at the last meeting. Thanks were recorded to the outgoing Trustees; Martin Sutcliffe and Alan Stevens.

11. EXECUTIVE COMMITTEE – 24 APRIL 2012

- (a) The minutes of the Executive Committee Meeting held on 24 April 2012 were duly noted. There were no recommendations to consider.

Additional Matters

(a) Chairman's Report

The Chairman reported that Mr Hogan–Howe has confirmed there are currently no intentions to use A19 within the Metropolitan Police Service and it is anticipated other means will allow for attrition required post Olympics.

It was noted that Mr Winsor is briefing MP's in Parliament. It was further noted that Winsor during the Home Affairs Select Committee hearing had on two occasions repeated the inaccurate comments in respect of a senior federation official informing him that the recruitment standards had been lowered to recruit more BME officers. The General Secretary informed the meeting that he was considering the position and was likely to write to Keith Vaz in respect of this matter.

The proposed Compulsory Severance Scheme was discussed and it was emphasised that JBBs need to talk to local MP's and encourage their members to do the same.

The Chairman reported there is a clear strategy within the JCC to raise the profile of the current issues. This has been achieved through the march and conference. The JBBs need to ensure the membership is meeting their MP's, and it is imperative that ordinary police officers approach their MP's. It was noted that some are attempting to and are being rebuffed. In particular some Conservative MP's are appearing intransigent to any representations made. It was also noted Branch Boards have been asked for examples of where cuts are impacting on local forces and to date we have only received two responses. Additionally it was suggested members approach local community councillors.

It was acknowledged there are blocks to communications and it was suggested a strategy wider than reliance upon the website should be used and it was noted in excess 7000 members registered on App and are happy for direct emails. This can be used with immediate effect to communicate important messages and strategies. The meeting also expressed concerns that we are still unable to reach the remaining 90% of membership. An analysis of data from the App shows some forces appear to engage but others are not. It was agreed that the App Poll question will be amended to have you been to see your MP.

The General Secretary reported there is still negative feedback around the events at Conference from Coalition and Labour MPs. The Chairs Communications Strategy Meeting recommended that there was a need to consider issuing an apology to the Home Secretary. Whilst this received support from the meeting it was agreed that a statement of regret may be more appropriate as bridges need to be re-built with members of parliament. The CCC Chair reported she had written a balanced article which hinted at the need to build bridges and that it has evoked a barrage of anti-comments from

members. This raises concerns in how we move forward in building bridges as well as taking our members with us. A fine balance needs to be struck. The meeting were reminded that an internal communication is critical if this proceeds. It was suggested that the JCC organise an event at the House of Commons and privately have discussions. The organisation needs to be strong enough to admit that the treatment was inappropriate. The meeting were reminded that the message needs to reach MPs who prior to conference were supportive of our position and whilst the position of regret is attractive, there should be an element of this in the public domain to ensure all three audiences' needs are met. It was suggested an imminent date for a Commons reception is organised and in addition to the message of regret, the launch of the Olympics can be used as a theme.

The Chair summarised the action to be taken:

1. Chair will telephone Home Secretary
2. Chairman and General Secretary will meet with Home Secretary asap
3. Meal organised Chair and Secretary's rank committees to meet with Home Secretary
4. MP Reception – will be organised after discussions with Communications' team and Chairs out with the meeting

It was noted PFEW are arranging three events within the curtilage of the Party Politicals together with Criminal Justice events in conjunction with the Prison Officers Association. In addition there will be a set of fringe meetings outside the curtilage for PCC candidates which will provide an opportunity to publish a manifesto.

The meeting noted a paper had been circulated regarding the College of Policing which summarises the areas we need to promulgate. It was noted the Policing Minister met with the CCC and spoke about the Professional body. He reassured them that during the interim period no certificate of licence to practice was being proposed and that it would not be open to people who work for private companies.

The Chairman reported that he has been contacted by Joey Kane in America and asked to visit and meet with the union officials there. Also Harvard Law School have extended invitation having seen coverage in media.

The meeting noted that the Vice Chair and Mr Enver have met with a web based protest group, 38 Degrees, whose membership consists of 1million people. They use the web to protest around a number of issues and came to prominence over the forestry commission protests which influenced the Government. There is an opportunity to use this group at no cost as they would be compromised if we pay. They are funded by membership fees. This organisation also arranges local events and would therefore also provide another way to engage members of general public.

It was noted contributors to Lord Stevens review include previous NYPD commissioners who can't believe what is happening here. They have stated they look to the UK as a model of excellence and express disbelief it is being deconstructed. The expectation is there will be a series of independent papers over the coming months.

The meeting noted the initiation of a short term piece of work on Policing Consensus whereby PFEW are asking stakeholders, politicians etc. to write a 2000 word essay on their view of policing that includes a political and financial perspective. Letters have gone out and the aim is to complete this late Autumn, hosting an event in London post party political conferences.

The meeting noted the matter of all JBB emails was raised at the Secretary's meeting and there was national support in considering how to revise this. The committee agreed in principle that the all JBB email system required some clear protocols. The General Secretary undertook to raise the matter at the JBB Chairs and Secretaries meeting prior to undertaking the work.

The recommendation was that the JCC agreed to revamp the email 'all JBB' system with protocols

For 20 Abstention 5 (not all in room)

The General Secretary will progress this and bring ideas to the September JCC.

(b) Discuss Report by Andrew Bratt

Mr Bratt was welcomed to the meeting and gave a brief overview of positive changes or items to focus on in order to ensure meetings operated professionally and efficiently. These included identifying common goals, objective setting and noting achieved objectives. Prior to the meeting it was suggested that planned achievements should be captured and responsibilities allocated to people. The existing minutes are essential but there could be an ancillary document setting out actions.

A discussion took place around ideas to reform how PFEW conducts business. Suggestions included portfolio leads, agenda refocus, Chairs pre-meets during statutory week, amending sub-committees structure to monthly Communication, External, Internal, Management and Finance meetings, which would be more inclusive.

It was noted the business model needs development to allow the JCC to perform as effectively as it can. The need to co-ordinate discussion outside JCC and bringing decisions rather than discussions to JCC was also raised. A clear national strategy should be developed with the JCC as the decision making body and virtual reporting lines. It was noted that a problem to be addressed is the feeling of exclusion of those outside of the Executive. It was suggested that bullet points from meetings are communicated as a quick time update and noted that there needs to be agreement that emails remain within this group.

It was noted that some sub committees are inundated by papers and there is a responsibility to summarise papers in bullet points rather than to forward on all papers. This practice would be a quick win. Additionally the meeting were reminded that they must take ownership. Further a confidential repository website was suggested where you would need authorisation to sign in but it was noted that the challenge is to ensure updates are timely.

The Chairman agreed there is a need to expand on the suggestions made and the meeting agreed in principle to take forward by formulating a paper for the

next Executive meeting on 17 July. Mrs Kirkwood, Ms Nesbit, Mr Jones, Mr Williams, Mr Davis and Mr Taylor will formulate the proposals.

Mr Bratt was thanked for his attendance and ideas.

(c) Industrial Rights

The meeting noted that the Metropolitan motion was adopted as policy and needs to be progressed. However, it is important it is done correctly and it was noted that the Home Secretary said at Conference that the right to strike is not on the table and she will not put public safety at risk.

There was a lengthy discussion concerning how the ballot will be undertaken and which organisation will be used and this included concern voiced about how we ascertain all eligible members have voted and what steps were necessary.

The meeting highlighted two issues; how to run the ballot and to be clear with what we are asking the membership to vote on. It was noted that this links back to an internal communication strategy and there is an onus on JBB Chair and Secretary's to act as well.

It was proposed we engage ERS as per the paper to undertake the dual process of informing and educating members and then ballot them. It was agreed that this matter would be taken forward within the Chairs Communications Strategy Meetings with the General Secretary and Mr Jethwa preparing the industrial rights brief.

It was noted ERS suggest a minimum 13 week timescale for an electronic or postal ballot. Additionally it was noted that the education process will start post 24 July 2012 at the conclusion of the PNB negotiations. Additionally a communique from the JCC meeting today will be issued explaining the progress and process.

Recommendations:

**That the JCC approach ERS to undertake work on ballot
FOR 24 ABSENTION 2**

**That the JCC consider and decide how PFEW will undertake a ballot
and will endeavour to ensure that every member who is entitled to is
able to vote**

*This will be achieved by the General Secretary and Head of Research liaising with ERS to make the necessary arrangements. Arrangements will be made for ERS to attend the JBB Chairs and Secretary's to provide an update on the process. The communication to ensure that members are able to make a decision from an informed position will only commence once PNB negotiations have concluded. At the conclusion of this meeting the Chairs Communication Strategy will consider a form of words to be circulated to provide an update on the current position. **CARRIED UNANIMOUSLY***

12. EQUALITY SUB-COMMITTEE MEETING – 19 APRIL 2012

(a) The minutes of the Equality Sub-Committee Meeting held on 19 April 2012 were duly noted. There were no recommendations or additional matters to consider and the meeting noted the course has been rewritten.

13. HEALTH AND SAFETY SUB-COMMITTEE – 18 APRIL 2012

(a) The minutes of the Health and Safety Sub-Committee meeting held on 18 April 2012 were duly noted. There were no recommendations or additional matters to consider.

14. LEGISLATION SUB-COMMITTEE – 17 APRIL 2012

(a) The minutes of the Legislation Sub-Committee held on 17 April 2012 were duly noted. There were no recommendations or additional matters to consider.

15. OPERATIONAL POLICING SUB-COMMITTEE – 17 APRIL 2012

(a) The minutes of the Operational Policing Sub-Committee held on 17 April 2012 were duly noted.

The meeting noted that a letter had been sent to the Prime Minister following Annual Conference and the Secretary apologised for writing direct via the Chairman's office due to pressures of time.

In March the Sub Committee received a letter from the newly formed National Police Air Service. Mr Ogg is leading on this. The meeting noted it will impact on 230 members. Officers will be seconded to West Yorkshire Police and we are awaiting a copy of the secondment policy.

16. PROFESSIONAL DEVELOPMENT SUB-COMMITTEE –

(a) It was noted there had been no further meeting of the Sub-Committee since the last JCC meeting.

17. PROFESSIONAL STANDARDS SUB-COMMITTEE – 19 APRIL 2012

(a) The minutes of the Professional Standards Sub-Committee held on 19 April 2012 were duly noted.

The meeting noted that the consultation on the amended IPCC Statutory Guidance had been released and will be circulated in due course. The Home Affairs Select Committee is also conducting an inquiry into the IPCC and the Discipline Liaison Officers had considered and raised points which will go into the response. Required amendments to the regulations are on-going including the IPCC being able to direct Stage 3 meetings under the Performance Regulations. PFEW are awaiting sight of the consolidated version of the new regulations.

18. LEARNING AND DEVELOPMENT

Additional Learning and Development Matters

It was noted that the Equality Advisors course was being updated and a pilot will be run in August. The course is being renamed the Equality Practitioners course. A one day grievance handling course has also been developed for Branch Board Equality Leaders to deliver locally and they will be trained on this during August. The Equality content on the New Representatives Course was also being reviewed to take into account legislative changes.

The meeting noted the 2013 programme has been completed and accommodation booked. JCC members were asked to assist as Course Directors where possible and it was noted that the next course directors training course is scheduled for 11 February 2013.

19. EQUALITY ACT (POSITIVE ACTION PROVISIONS) WORKING GROUP – 10 APRIL 2012.

- (a) The notes from the Equality Act (Positive Action Provisions) Working Group held on 10 April 2012 were duly noted.

Additional Equality Act Working Group matters

(b) Equality Positive Action Update

It was noted there had been a disappointing response to the consultation at conference with only 14 forms being completed by delegates, which means we are unable to proceed with plans to hold focus groups and formulate views. It was noted that this is despite the messages being reinforced both at Conference and JBB Chairs and Secretary's meetings, including the attendance of Mr Bansel and the publication of Circulars. The meeting noted that due to the lack of engagement there is no option but for the JCC to decide what has to be done to comply with legislation and remain a representative organisation.

The plans are now to put focus groups in the toolkits to comply with EDHR guidance. The next meeting on 29 August will focus on the potential for bringing any motion to conference. It was further noted that Mrs Kirkwood and Mrs Lawrence will attend the National Chair and Secretary's to provide an update.

20. FUTURES WORKING GROUP- 2 MAY 2012

- (a) The meeting noted the notes from the Futures Working Group held on 2 May 2012.

The Conference session was discussed and concerns were raised regarding whether the group are actually representing the views of the regions. The group are focusing on four streams in respect of potential reform to PFEW. It was noted there is a timetable in place for a potential motion to conference and that the group will recommend action to the JCC who remain the decision making body. It was agreed that the future of group needed to be revisited in Jan 2013.

21. OLYMPICS WORKING GROUP – 4 APRIL 2012

- (a) The meeting noted the notes from the Olympic Working Group held on 24 April 2012.

It was reported there is a final meeting prior to the Olympics on 2 July 2012 which will finalise the resourcing. The office and representative over plans are proceeding and it was reported that our members policing Olympics will be filmed and a DVD created for PCCs and Party Politicals. The Chair has agreed to this and the Communications Team are assisting.

22. RESOURCES WORKING GROUP – 9 MAY 2012

- (a) The meeting noted the draft notes from the Resources Working Group held on 9 May are not yet available. There were no additional matters to report.

23. PROFESSIONALISM WORKING GROUP – 6 JUNE 2012

- (a) The meeting noted the notes of the meetings held on 6 June 2012. There were no additional matters to report.

24. CONFERENCE 2012

(a) Motions to Conference

The meeting noted the decisions regarding the motions to conference and accepted as policy the following motions supported by conference:

(i) Redrafting of Fund Rules – Treasurers/Hertfordshire Amendment

That this Conference approves the redrafted Fund Rules marked 'Police Federation Draft Fund Rules – Conference 2012' and instructs the Joint Central Committee to submit the redrafted rules to the Secretary of State for approval.

CARRIED

(ii) Minimum Rise in Federation Voluntary Contribution Subscription Derbyshire –

That this conference approves a minimum rise in Federation voluntary contribution subscriptions. Federation voluntary contribution subscription should always rise by the same percentage amount as that awarded in salary increase for Federated members as determined at the most recent uplift of pay prior to the Police Federation Annual National Conference.

Where Federated Ranks are not awarded a salary increase, then subscription contributions will be increased by 3p per member per week: this being the minimum amount that can be determined in line with Fund rule 4.1.

Where the National Treasurer has determined that a more substantial increase in subscriptions is required, then they should bring that matter before conference with a rationale and business

case and seek approval for this additional raise from the delegates.

LOST

(iii) Proposed Conference Procedure Standing Order 11 Regarding Elections- JCC

Nominations for all members of central committees shall close at 9.15am seven days prior to the commencement of the separate central conferences. All nominations must be on the prescribed form and signed by the proposer and seconder, certifying that the nominee is prepared to stand. All reference to separate conference within these regulations shall include a separate annual general meeting should the appropriate rank central committee deem it to be so.

LOST

(iv) Taking on a Withdrawn Motion from Another Sponsoring Board with a 14 day Notification Period – Thames Valley

That Conference proposes a change to CAC standing orders to read;

This rule relates to any Joint Branch Board, Committee or such body that has the right to bring a motion to conference and shall apply where a board has opened correspondence on a proposed motion and then decides not to pursue the matter:

- They shall inform all other Joint Branch Boards, Committees or such body that has the right to bring motions to conference of their decision.
- Any other Joint Branch Board, Committee or such body that has the right to bring a motion to conference may within 14 days of being notified take up sponsorship of the motion and be treated as if they had initiated the process.
- The board taking up sponsorship shall be granted extensions of 14 days to time limits. However no extensions can go past the eve of conference, Conference Arrangements Committee meeting. This will not however preclude a board from taking up sponsorship immediately prior to the conference debate.

CARRIED

(v) Emergency Motion 1 – Metropolitan Explore Consequences of Industrial Rights – Metropolitan

This conference instructs the Joint Central Committee of the Police Federation of England & Wales to explore all of the consequences, including the legal position, with regards to police officers who are members of the Police Federation of England & Wales obtaining Industrial Rights. A report should be made available to all members before Police Federation Annual Conference 2013.

ACCEPTED as POLICY

This conference instructs the Joint Central Committee of the Police Federation of England & Wales to hold a ballot of the full membership on the question “Do you wish the PFEW to seek to obtain Industrial Rights”. This ballot should be held after the membership are provided with all relevant information with regards to the consequences of members of the Police Federation of England & Wales obtaining Industrial Rights, and should be held before Police Federation Annual Conference 2013.

ACCEPTED as POLICY

The General Secretary undertook to write to the CAC in respect of the TVP motion.

Mr Gallimore and Mrs Mellors were thanked for their work in respect of Conference 2012.

25 PUBLICATIONS

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

26. ANY OTHER BUSINESS

The Treasurer reported that he had just been made aware that some expenses have accidentally been claimed twice due to IT issues and those in question will be emailed accordingly.

27. NEXT MEETING

The next statutory meeting will be held at Leatherhead on 5 and 6 September 2012.

28. CLOSURE

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

PAUL McKEEVER, BA (HONS)
Chairman

IAN RENNIE
General Secretary