



Established by Act of Parliament

Federation House, Highbury Drive, Leatherhead, Surrey KT22 7UY  
Telephone 01372 352000 Fax 01372 352001  
www.polfed.org

IR/lm

27 January 2014

**UNRATIFIED MINUTES OF A MEETING OF THE JOINT CENTRAL COMMITTEE  
HELD AT FEDERATION HOUSE, LEATHERHEAD ON 22 & 23 JANUARY 2014**

**\*S WILLIAMS MA FCMI (CHAIRMAN)**

**\*I RENNIE (GENERAL SECRETARY)**

**\* M MORDECAI BA (Hons) (TREASURER)**

**\* S White**

**\* P Barker**

**\* PR Davis**

**\* S Evans BA (Hons)**

**\*SGarmston**

**\* P Huitson**

**\* Z Mader**

**\* W Riches**

**\* I Trueman**

**\* S Smith**

**\* D Campbell**

**\* Mrs F Douglas-Mullett**

**\* P Ford**

**\* JFM Giblin MA**

**\* Mrs AM Kirkwood**

**\* R Nelson**

**\* Mrs K Stephens**

**\* A Ward**

**\* G Gallimore BSc (Hons)**

**\* Miss C Davies**

A Dumbiotis FCILEx

**\* A Fittes**

**\* K Huish**

**\* Mrs J Lawrence BA(Hons)**

**\* A Ogg**

**\* G Stuttaford FCMI**

**\* Mrs J Willetts**

**\*Denotes Attendance**

**1. ATTENDANCE AND NOTICES**

One minutes silence was observed in recognition of the recent death of Jim Jardine OBE, former JCC Chairman.

The meeting noted that Mr Rennie and Mr Williams would be absent from the meeting Wednesday afternoon in order to meet the Home Secretary to discuss the PAT hearing.

**2. JCC STATUTORY MEETING HELD ON 30/31 OCTOBER 2013 and  
EXTRAORDINARY JCC MEETINGS HELD on 22 OCTOBER 2013, 29 OCTOBER  
2013 and 2 DECEMBER 2013**

**(a)** The meeting noted the amendment with regard to Hillsborough rented property and agreed the minutes of the JCC Statutory meeting held on 30/31 October 2013.

**(b)(c) and (d)** The meeting agreed the minutes of the JCC Statutory meetings held on 22 October 2013, 29 October 2013 and 2 December 2013.

**3. MATTERS ARISING**

The Sergeants' raised the matter of the Joint UK meeting and it was agreed that this will be discussed under item 10(vi)

#### **4. POLICE NEGOTIATING BOARD**

- (a) A report providing a detailed update of full and federated ranks board matters was circulated prior to the meeting. The General Secretary highlighted that work was ongoing by the College in respect of the Foundation and Specialist Skills Threshold Tests, the results of which would be considered at the PNB meeting on 1 May with a view to reaching agreement by the July PNB meeting.

Mutual Aid and deployment of officers to Northern Ireland had also been raised and the difficulties caused by the different remuneration and conditions. A response was awaited from the Official Side.

The General Secretary, referring to PNB circular 14/2013 relating to constables pay scale assimilation, informed the meeting that a number of queries had been raised and that he had written to the Home Office requesting clarification. It was noted that work was ongoing with the Official Side to publish a revised circular together with the pay scales of officers from 1 April this year.

He also informed the meeting that he had become aware of an error in the drafting of the determination relating to temporary salary. As currently drafted officers in receipt of temporary salary would be paid at the salary of the person for whom they were providing cover, rather than at the rate equal to the lowest rate of pay to which they would be entitled to on promotion to the higher rank. This was not in accordance with the intention of the original PNB agreement and the Home Office would be amending the determination. An assurance had been given that no attempt would be made to claim back money from officers who had been overpaid.

#### **5. PENSION MATTERS**

- (a) A report was circulated prior to the meeting. The meeting noted that a request for consultation had been received from the Police Minister in respect of the anticipated contribution increase from 1 April 2014. As a result of previous increases there had been an expectation of an increase of 0.7% to implement the full 3.2% average increase to public sector pension contributions proposed by Lord Hutton. It was noted that the proposed increase of 0.75% is slightly more than anticipated and that whilst we would be expressing our disappointment in the response to the Home Office consultation, this is not a negotiable or arbitrable matter.

With regard to the proposed change to a career average scheme from April 2015, the General Secretary informed the meeting that a schedule of meetings have been arranged of the Pensions Working Group. It is hoped that the guidance and regulations will be available by autumn this year.

#### **6. POLICE ADVISORY BOARD**

- (a) A report was circulated prior to the meeting containing detailed information. It was noted that the transition of PAB business to the college is now underway, which will leave PAB with pensions and conduct/performance related matters.

The meeting noted there were some reported disparities with regard to the way in which forces were implementing the fitness test. This had been raised by 4 Region with the General Secretary who had requested them to provide information on specific issues within the College fitness test guidance that was not being adhered to by forces. It was noted that a fitness test presentation had been made at the previous Chairs and Secretaries meeting and there was a need for a further discussion at the next meeting.

## **7. REVIEW OF PAY AND CONDITIONS**

- (a) It was noted that the Home Secretaries decision in respect of the PAT award was awaited. The General Secretary expressed his thanks to Dr Donnelly and the Research team for preparing excellent evidence which contributed significantly to the result. Thanks were also recorded to Tim Jackson and Graham Cassidy, the PSAEW representatives and Dave Jones, the North Yorkshire Chief Constable and CPOSA representative who supported the General Secretary at the proceedings.

It was noted that the PAT decision regarding Restricted Duties and the X factor was disappointing but that many officers would be afforded protection by the disability discrimination legislation. Much of the work in respect of the non-arbitrable matters had been completed during negotiations within the PAB/PNB the previous year and the Home Office were now expected to produce Regulations and Determinations for consultation.

This item of business was returned to on Thursday in order to report on the meeting with the Home Secretary. It was noted that the Police Minister was also in attendance and that they advised no decision had yet been made with regard to the PAT finding. It was advised that the decision will be forthcoming soon and the General Secretary had explained the importance of having an early decision.

### **Additional Pay and Conditions Matters**

- (i) The General Secretary gave an update and there were no questions raised.

### **(ii) Police Remuneration Review Body – Update on PFEW Preparatory Work**

It was noted that work has been taking place in preparation for the PRRB later in the year. This work was being undertaken by Dr Donnelly and includes a survey of members, which was expected to take place within the next few weeks. Arrangements with other organisations and educational establishments were also under consideration to establish credible research to support our pay and conditions evidence in the future. There is also an ongoing review of the PFEW Research Dept. Dr Donnelly informed the committee that she welcomed feedback on the information within the agenda paper.

## **8. INDEPENDENT REVIEW OF PFEW**

This item of business was dealt with on Thursday and the meeting noted that the Home Secretary had given her undertaking of support and confirmed she had instructed her officials to give their assistance for any required changes to legislation. She further indicated that there will be a lot of scrutiny by parliamentary colleagues and she would be grateful for progress reports going forwards.

The Chairman noted that the report was uncomfortable in some areas. He stated that Monday had been a difficult day with some difficult messages to deliver. The Chairman further acknowledged that he was aware there were some concerns with regard to the lines taken in the media and he stated that he had listened to professional advice. The Chairman read out the advisory note he had been given in relation to media and reported that the initial analysis of media and social media firmly identified that the report was being linked to 'Plebgate'. It was noted that the apology was with regard to PC Wallis and not the other Federation members and given that the officer had pleaded guilty to breaking the law it was felt appropriate to apologise for his actions.

Before moving to consider the Report a discussion took place without the staff being present and upon reconvening it was accepted that whilst the report would be

considered by conference, there was agreement that there were real difficulties in taking the report as a whole or individual recommendations as it was unrealistic to expect that all the recommendations could be implemented in exactly the way they are set out in the Report.

Whilst the Report created unique opportunities it was acknowledged there were also some dangers and politicians are unlikely to view the recommended changes to the governance, structure and finance as negotiable. It is therefore important that there is a clear understanding of how these key complex changes could be implemented. Whilst the members may not understand the complexities, the JBB Chairs and Secretaries will and their views will be a key factor in determining the outcome.

Whilst disappointment was expressed at the lack of acknowledgement of the good and essential work undertaken at a national level there was a broad commitment to change. The meeting adjourned in order for the Chairman and Chairs of the rank committees to meet with the Communications team to draft a statement. Upon reconvening the proposed statement was read out:

‘Today the Joint Central Committee of the Police Federation of England and Wales had a positive and constructive exchange of views in relation to the independent review. There was broad acceptance that we have a number of exciting challenges to face going forward. The JCC has started work on the roadmap leading up to the annual Police Federation Conference in May. Federation representatives in every position throughout England and Wales have done, and continue to do, outstanding work for their members. Under the chairmanship of Steve Williams, we will strive together to deliver what’s best for the organisation, its members and the public.’

It was noted that there had been insufficient time to properly read through the Report and fully absorb it and that each reading can highlight a different factor. The views of the Chairs and Secretaries will be instrumental and would be sought at the meeting the following week.

The Treasurer clarified that legal advice is clear that number two accounts are not illegal but did identify issues in regard of how they are audited which may be a breach of PFEW Regulations. Arrangements have therefore been made for Martin Westgate QC to attend the Chairs and Secretaries meeting to explain the situation. In addition a letter is being prepared with regard to the auditing of accounts and the letter will advise the Chairs and Secretaries that the QC will be present at the meeting on 29 January 2014. It was stressed this is not part of any recommendation within the Independent Review and was about auditing and publishing the accounts in accordance with legal requirements.

## **9. CHANGE COMMUNICATION STRATEGY/ CAMPAIGN**

This item was deferred to the next meeting

## **10. EXECUTIVE COMMITTEE MEETING**

(a) It was noted that no further Executive meeting has taken place

### **Additional Executive Matters**

#### **(i) Chairman’s Report**

The meeting noted the Chairman’s Report.

Mr White highlighted that the PFOA would like to make a minor amendment to the PFEW/PFOA MoU. Copies of the original wording and suggested revision were circulated for consideration. The revision requested was ‘...The PFOA will provide a specialist support service to Police Federation members and their families. When requested, the PFOA will assist the Police Federation and any of its representatives with firearms related enquiries’.

It was emphasised that the MoU is in respect of support for Representatives giving advice and is not related to work as a Representative.

The meeting asked to replace the word ‘assist’ with ‘support’ and the Vice Chairman confirmed he will put this proposal to PFOA.

**(ii) Scottish Police Federation Correspondence**

The meeting noted the correspondence received with regard to the Police helicopter crash.

**(iii) PCSO Consultation**

The meeting considered the agenda papers with regard to the Home Office consultation process for greater powers to PSCOs. It was noted that this is part of the Anti-Social Behaviour Crime Bill which is currently in the House of Lords. It was also noted that there is a suggestion of changing the mandate of PCCs to put them on an equal footing with Chief Officers.

Mr Campbell was thanked for his work in the short timescale. Concerns were noted that this would lead to confusion for the public as PSCOs would have disparate powers depending where you are.

**The General Secretary asked if the meeting would agree the response, agenda paper C1, as PFEW policy position and this was carried unanimously**

**(iv) PFEW Consultation (internal/external)**

The meeting were asked to agree to the principle that any research and questions asked of Branch Boards or members on behalf of the JCC need to be coordinated via the General Secretary and Dr Donnelly. It was noted that a co-ordinated approach will also help to ensure that members are not inundated and get fed up with responding. The meeting agreed to this requirement.

It was noted that there has recently been reduced timescales for external consultations, which was causing difficulties in providing a PFEW response.

To ensure that responses are effectively co-ordinated it was agreed that all consultations received should be forwarded to the General Secretary’s office. The General Secretary will then liaise with the Chairman, Head of Research, Head of Communications and the person who received the original request. The consultation can then be properly recorded and a decision can be made with regard to whether it will be responded to. If a response is to be prepared then the General Secretary will ensure it is allocated and completed within the time constraints and if necessary, seek extending the time scales.

**The meeting agreed unanimously to this approach.**

**(v) JCC Networking Meetings**

The JCC networking dates set in January and June 2014 were noted. It was also noted that the plan for the June meeting is to meet away from Leatherhead as this proved to be beneficial last year.

**(vi) Joint UK Meetings**

The purpose and benefit of the Joint UK meetings was discussed. It was noted that this is a statutory meeting and agreed that the ability to hold such meetings should not be given up but that they needed to be evaluated and adapted to ensure that they were best value for money, particularly in light of the reductions to grant in aid.

The General Secretary reported that SPF and PFNI General Secretaries are of the same view but need to discuss it with their executives and committees.

It was noted that a decision needs to be made imminently as PFEW are the hosts for 2014 and there will soon be contractual obligations. The General Secretary proposed that the meeting is not held this year but that the ability is retained to have a Joint UK meeting if it meets the needs of members and there are real issues to discuss.

It was noted that this proposal was not changing the statutory ability to have a Joint UK meeting, but was to not hold the meeting later in the year.

FOR: 22      AGAINST: 6      ABSTENTION: 1  
**Carried**

It was agreed that the General Secretary would write to both SPF and PFNI and that the issue of future meetings would be brought back to the March JCC for further consideration

**11. TREASURERS SUB-COMMITTEE MEETING**

(a) It was noted that no further Treasurers meeting has taken place.

**Additional Treasurers Matters**

**(i) National Database PID**

The meeting noted the Project Initiation Document for a National Membership Database and attention was drawn to the relevant sections; that the project is owned by the JCC and the Method of Approach, the work that will fall under the project, how to obtain the data and the associated pros and cons. Once the methodology has been decided on the costs will be able to be determined. It was noted that considering whether to initiate the project document was only the first stage. The Business Case is that a National Membership Database is JCC Policy. The document also provides for regular updates to JCC and outlines some of the risks. It was noted that there will be an on-going management risk document.

The meeting highlighted the possibility of duplication of names and warrant numbers and the need for checks and balances and the Mr Mooney confirmed that there would be unique identifiers.

It was noted that this had been adopted as policy in June 2013 but that work had been suspended on the basis of the Independent Review. The interim report in October had given a clear indication to continue. Issues with obtaining the data were

discussed and whilst it was not yet decided how this would be obtained, it was felt that ACPO and the Home Secretary would be supportive.

**The meeting agreed unanimously to accept the Project Initiation Document and for work to commence as laid out within the document.**

The Treasurer reported he would bring further papers to the JCC outlining any issues as work progresses.

**(ii) Estate of Michael Winner**

The meeting noted that the deed of variation was signed on 17 January 2014.

**(iii) Leicestershire JBB Loan**

The Treasurer reported Leicestershire JCC no longer requires mortgage assistance from the JCC.

The rationale for securing loans against the property was clarified. It was noted that this removes liability from the signatory personally. If an unsecured loan is defaulted on the mortgage responsibility rests with the signatory and on a secured loan it rests with the property.

**12. JCC TRUSTEES REPORT**

- (a)** The meeting noted the next Trustees meeting will take place on 23/24 January 2014. The Trustees had been invited to the meeting but did not attend on the basis that there were no items to be raised with the committee.

**13. EQUALITY SUB-COMMITTEE MEETING – 5 December 2013**

- (a)** The meeting noted the Equality Sub-Committee update. There were no recommendations to consider.

**Additional Equality Sub- Committee Matters**

The General Secretary reported that he had raised the issue of members taking their children out of school during term time due to policing commitments restricting opportunities for leave with ACPO and they assured him that it would be raised at Chief Constables Council. The National Chairs and Secretaries will be asked to take this up with their Chiefs and local Education Authorities. The General Secretary will also be raising the issue with the Police Minister.

**14. HEALTH AND SAFETY SUB-COMMITTEE – 5 December 2013**

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

**15. LEGISLATION SUB-COMMITTEE – 3 December 2013**

- (a)** The meeting noted there were no recommendations to consider.

### **Additional Legislation Matters**

(i) Mr Giblin reported that the Roads Policing Conference had been very successful with more attendees and exhibitors than in previous years. Speakers included the Minister of State for Transport, Tom Winsor and Alex Marshall. It was noted that there had been over twenty submissions for the Roads Policing Award and an Inspector from the Metropolitan was the overall winner with a Sergeant and team of Constables from South Wales in second place. Additionally it was noted that the charity raffle raised £1400 for the Air Ambulance. The Events team were thanked for their hard work which made the Conference a success and the media team, were thanked for their support. It was noted that a paper will be forthcoming to seek support for holding the event in 2015.

Mr Stuttaford reported that he had received a disappointing low number of replies in respect of his request for information about inspections. Mr Giblin was grateful for the work Mr Stuttaford had undertaken and confirmed it will be taken forward at next Roads Police User Group meeting.

(ii) Mr Huish reported that the 2010 Mental Health Guide that had been put together in liaison with Mind has been updated and launched in the Police Magazine. It was noted that the Government have devised a Mental Health concordat. PFEW had reservations but noted that this concordat has undertaken a lot of work with charities and we have managed to amend the wording to say custody will NOT be used. There is a 28 point plan for the NHS to implement and it has been included in the inspection programme. It was noted that if it becomes NICE guidance it will have to be complied with.

## **16. OPERATIONAL POLICING SUB-COMMITTEE –**

(a) The meeting noted that no further meeting has taken place.

### **Additional Operational Policing Matters**

#### **(i) Taser Questionnaire**

The meeting considered the draft Taser Questionnaire which will provide an update as there is now more experience around Taser. This was agreed and Mr Campbell was thanked for his work.

(ii) The meeting noted that a request will be sent by Mr Nelson to ask for volunteers to be trained on NPoCC IT systems to assist should they have to provide cover in the event of Mutual Aid as per the MoU agreed with NPoCC.

## **17. PROFESSIONAL DEVELOPMENT SUB-COMMITTEE – 3 December 2013**

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

It was reported that the Code of Ethics consultation took place in November and the College are now working on the analysis. Mr Smith reported that he had been party to a conference call along with the Superintendents Association and Unison and that it is anticipated that a further draft will be ready by 4 February 2014. It has been confirmed that the Code of Ethics will have a statutory basis but it is still unclear whether this will sit within the Conduct Regulations or Home Office Guidance. There was no further update with regard to the disapproved list.

It was noted that the Home Affairs Select Committee has recommended people employed by contract to PFEW should be subject to the Code of Ethics, but that this

cannot be put onto the staff and PFEW has its own procedures for staff and is cognisant of ethics. With regard to contractors PFEW will be cognisant of the Code of Ethics when it is published and will decide internally with our lawyers if there is cause to terminate any contracts.

### **Additional Professional Development Matters**

#### **(i) College of Policing Consultation on Career Pathways**

The meeting noted the Consultation response in respect of the College of Policing Career Pathway and the restrictive timescale for responding. It was noted that a response had also been prepared to consultation relating to Detective Career pathways, which would be considered by the sub-committee.

#### **(ii) Fast Track/ Direct Entry**

The meeting noted the update and some areas were highlighted. It was noted that College agenda papers for these schemes are now being restricted and cannot be circulated.

It was reported that Fast Track will not be available to Sergeants and that the rationale is because HPDS was oversubscribed by Sergeants.

Issues with equality and diversity were noted and the College have been reminded of their duty under the provisions of the Public Sector Act.. Superintendent Nicola Dale from the Metropolitan is the project lead and will be meeting with Mrs Lawrence and Mrs Monkhouse.

It was noted that if you are an existing PC, PCSO or Special or on the Direct Entry Scheme to Superintendent a degree is not required. The College paper initially recommended it should be a 2:2 degree, but despite this the Project Board recommended it should be a 2:1.

It has now been ascertained that forces have oversubscribed and have vacancies for 110 Fast Track PC to Inspector places even though the original cohort requirement from the Home Office was set at 80. The College said it can assess 100. There is no indication of any Specials, PSCOs or Police Staff being put through although the Home Office stipulated it wanted a mixed cohort.

As a whole the landscape is now looking akin to commissioned and non-commissioned status, similar to the military. There appear to be no opportunities for those already in posts or for officers to reach any higher than Inspector. However, it was noted that the Superintendents Association do not have concerns as they believe the Direct Entry Scheme will account for 20 out of 500 promotions a year.

## **18. PROFESSIONAL STANDARDS SUB-COMMITTEE – 4 December 2013**

(a) There were no recommendations to consider.

### **Additional Professional Standards Matters**

The meeting discussed the conferring issue raised by the IPCC and it was noted that the IPCC currently handle approximately 200 cases and want to increase this to 2000. Whilst PFEW support independent investigations it was felt that these investigations are not independent and that their approach is more towards families and less to the balance of enquiry. It was noted that the IPCC had been involved in the Working Group and discussions and a circular will be sent to remind them what is in the manual.

The Chairman reported he will discuss with the Communications team the possibility of convening a meeting around integrity in policing.

It was suggested that saying nothing was not an option in high profile cases such as Duggan and Hillsborough and that there should be a dialogue with the IPCC. It was noted that there are agreed policies and procedures and any change to these need to be bought back for discussion and agreement. It was noted that in the current climate it is difficult to get ideas across and it was suggested that the IPCC are not acting independently, but as an arm of the prosecution.

## **19. LEARNING AND DEVELOPMENT**

### **Additional Learning and Development Matters**

The meeting noted that the six month trial of advertising courses six months in advance had had no impact on take up of places; however this will be continued throughout the triennial period. The number of places available on the New Representatives courses has been increased and more flexibility has been built into the plan. A request was made that all JBBs are asked to confirm how many places they will need.

The JCC were thanked for their assistance delivering the courses.

## **20. APOLLO GOLD GROUP- 4 & 5 November 2013**

### **Additional Apollo Gold Matters**

The meeting noted that there was no further update, but that Mr Williams and Mr White have been called to the Home Affairs Select Committee on 4 February 2014 to give evidence with regard to PCCs.

## **21. COLLEGE of POLICING GOLD GROUP –19 November 2013**

**(a)** The meeting noted the College of Policing update.

### **Additional College of Policing Gold Group Matters**

The meeting noted a lot of papers from the College are restricted and were asked to look at the agendas and contact Mrs Lawrence if there is an item on the agenda that they have been involved in.

The meeting noted that the General Secretary and Treasurer are working with the IT Department to get a .pnn line established for emails.

## **22. EQUALITY ACT (POSITIVE ACTION PROVISIONS) WORKING GROUP –**

**9 January 2014**

There were no recommendations to consider.

### **Additional Equality Act Positive Action Matters**

Mrs Douglas-Mullet reported she will gather data on the success of the campaign and that there had been 1326 views of the web page.

Mrs Davies reported that only one force had returned the monitoring forms electronically and that something needs to go out to Joint Branch Boards to remind them. It was noted that Mrs Douglas-Mullet will discuss this at the Chairs and Secretaries meeting.

**23. HILLSBOROUGH GOLD WORKING GROUP**

The meeting noted that no further meeting has taken place.

It was reported that the next Pre-Inquest hearing is set for 5 February 2014 and the actual hearing will be on 31 March 2014. Details of the witness interviews planned were discussed. It was also noted that there are issues in respect of families wanting videos of interviews with officers and retired members. This has been challenged as this was not stated at the outset and there was a lot of personal information contained in the interviews.

It was noted that South Yorkshire are liaising with the IT Department with regard to their flat during the inquest.

**24. MUTUAL AID GOLD GROUP – 5 November 2013**

The meeting noted that there is a Mutual Aid Gold Group meeting on 28 January 2014. It was reported that Mutual Aid is being considered for 2015 in Cyprus. It was noted that CC Justine Curran from Humberside is the new ACPO lead and Mr Nelson is attempting to get an early appointment to meet with her.

**25. RESOURCES WORKING GROUP – 21 October 2013**

There were no additional resources matters to report.

**26. SPECIAL CONSTABULARY WORKING GROUP–5 November & 11 December 2013**

The Special Constabulary update was noted.

**Additional Special Constabulary Matters**

**(i) Special Constabulary Membership**

The meeting noted that a presentation has been emailed to JBBs about the pros and cons of Special Constabulary membership. The meeting were requested to support that the recommendation is taken to Conference.

**Recommendation**

**1. That the serving members of the Special Constabulary become members of the Police Federation of England & Wales.**

**In order to access the full range of membership services, members of the Special Constabulary will be required to pay the same rate of subscription to the voluntary fund as serving officers.**

It was noted that it can be accepted as policy now but as it was deferred from a previous conference and is a membership issue it was felt that Conference should have the information and make the decision.

**The meeting agreed unanimously to take the recommendation to Conference.**

The General Secretary undertook to write and inform the CAC of the conference motion.

**27. STRATEGIC INTENT WORKING GROUP – 31 October, 4 December 2013 & 8**

**January 2014**

**Additional Strategic Intent Matters**

The Vice Chairman thanked the Group for the work they had undertaken. He reported that they have recognised that the five headings were too broad. It was suggested there

is a need to start narrowing down what can be achieved under these headings into key strategic areas of work that needs to be progressed in the next twelve months and looking at current work on-going within the JCC. It was thought that the headings are currently too wide to add value.

The meeting noted that the Working Group discussions had suggested that the first priority for members is pay and conditions and that the focus has to be to meet members' needs in the new Pay Review Body structure going forward. The Independent Review should also form a strand of work and the third area was the need to influence the manifestos of the political parties. The JCC were asked to give a steer on the Working Groups views of narrowing the work to be undertaken to these priorities. It was suggested that the Independent Review work is not for the Working Group, but for the wider JCC and that whilst the Working Group may be able to assist with some of the Pay Review Body work; it will be led by the General Secretary and Dr Donnelly. It was therefore felt that the Working Group should focus on the political party manifestos and commence work to report back to the JCC in March with ideas about what issues should be taken forwards to try to influence.

All agreed to this suggestion and the Vice Chairman confirmed he will take this forward and convene the Working Group as soon as possible.

## **28. WELSH DEVOLUTION WORKING GROUP – 29 November 2013**

### **Additional Welsh Devolution Matters**

It was noted that there have been two meetings since the last JCC meeting, the 29 November and a further one two weeks ago. The meeting noted that there are significant issues that will undoubtedly impact on colleagues in Wales. They had a positive meeting and with the assistance of a facilitator had decided upon short, medium and long term objectives. The group were now looking at developing work streams that need to be progressed. There is an event on 31 January 2014 involving ministers and PFEW will be represented. Mr Mader agreed to prepare a full update for the March JCC.

## **29. WEB AND APP WORKING GROUP**

There has been no further meeting of the Web and App Working Group.

### **Additional Web and App Matters**

The meeting noted that the Fitness Testing section for the App is still on hold and until the issues discussed earlier around Fitness Testing are resolved there is little point developing this further. It was noted that the Equality section is on the App.

It was reported that numbers registering for the App are increasing each month and the meeting were asked to consider the App if they are thinking of engaging with members and also to put forward ideas for anything useful that can be added to the App. A question was asked with reference to the Regulations and Determinations and it was noted that this is a work in progress but that there is some reservation that reading pdfs can be problematic and difficult to navigate on Smartphones. This information will be available on the Extranet going forwards and it was thought that the Quick Reference Guide would be more suitable for the App. It was agreed this will be looked at as a priority due to the fact that Reps Discs have not been available for some time. It was noted that the Extranet will be launched at Headquarters imminently and will commence roll out to JBBs in March.

### 30. CONFERENCE 2014

#### (a) To note Policy Change Ideas Received to Date

##### (i) Publishing JCC Expenses

##### (ii) Consolidation of Claims Departments

##### (iii) Right to Declare Separate

##### (iv) Change Status of National Meeting of Chairs and Secretaries

The meeting agreed that these suggestions are closely related to the recommendations in the Independent Review and were content to note them and discuss them further under the Independent Review item on the agenda. Following this discussion it was agreed to adopt the position that these Policy Change Ideas are progressed as part of the wider conversation of the Independent Review as it is believed they are covered by the recommendations within the Report.

### 31. PUBLICATIONS

The publications were duly noted.

### 32. ANY OTHER BUSINESS

(i) Mr Mader asked for a suspension of Standing Orders to allow the circulation and consideration of a paper he had been unable to submit in time. The meeting agreed to suspend Standing Orders and the paper regarding an honorary presentation piece for Mr Phil Addicott was circulated and discussed. It was agreed that Mr Addicott was a worthy beneficiary and **the meeting agreed unanimously to award the honorary presentation piece.**

(ii) The JCC were asked to confirm the numbers attending the National Chairs and Secretary's meeting on 29 January 2014 as it will be difficult to accommodate numbers at the venue. The numbers were confirmed as seven from the SCC, nine from CCC and nine from the ICC.

(iii) The meeting noted that the Chairman's Office and General Secretary's Office have discussed the possibility of outside assistance in facilitating discussions in terms of considering the Independent Review and how to examine the findings and take matters forward and the meeting were asked for permission for members of ACAS to sit in the JCC meeting the following day during the Independent Review discussion and also to attend the JBB Chairs and Secretaries meeting and JCC networking next week.

In the absence of the Chair and General Secretary the meeting expressed disappointment this had been raised under AOB and that they had not had the opportunity to consider it. It was felt that this was not necessary for ACAS to attend at this initial discussion stage and that it would send a negative message. Additionally it was thought that it would stifle debate and that ACAS were not necessarily the right organisation to assist with facilitating through the change process. It was noted that ACAS had been present at the launch of the Independent Review on 20 January 2014.

**Mr Mordecai proposed that ACAS do not attend JCC tomorrow, Chairs and Secretaries on 29 January or JCC networking on 30 January 2014. This was seconded by Mr Mader and carried unanimously.**

(iv) The meeting discussed the merits of appointing a Deputy General Secretary Elect in light of Mr Smith's notification of retirement. The General Secretary thanked Mr Smith for the tremendous work he has done and expressed a view that it was important to have someone in place before Mr Smith goes so that they have the opportunity to get

up to speed. It was acknowledged that they would still have to stand for election at Conference.

**It was proposed by the General Secretary that there is an election for the Deputy General Secretary Elect at the March JCC and that the successful person will then work with Mr Smith until May 2014.**

**For 26      Against 1                  Abstention 2  
Carried**

- (v) It was noted that there is an ACPO Circular regarding conferring and that ACPO have written to firearms leads and trainers on this matter. It was proposed that a small Working Group is set up comprising of the Deputy General Secretary, Secretary of Operational Policing Sub-Committee, Secretary of Professional Standards Sub-Committee, The Chairman, Scott Ingram, Steve Howsen (lead for post incident management) and Mark Williams (PFOA). It was agreed in principle that work needs to be undertaken but suggested that the initial step is for the Deputy General Secretary to have an informal meeting with Scott Ingram to discuss the best way to progress the matter.
  
- (vi) It was reported for the information of the meeting that there is a local Conservative Party function being held at HQ tonight,(23 January 2014).

### **33. NEXT MEETING**

The next statutory JCC meeting is scheduled for 19/20 March 2014

### **34. CLOSURE**

**Steve Williams  
Chairman**

**Ian Rennie  
General Secretary**

**ANNEXE to JANUARY 2014 JCC MINUTES  
VOTING**

**Item 10(v1)**

**Not to host a Joint UK meeting this year and that the decision for future meetings would be brought back to the March JCC for further discussion.**

For - 22

Against – Mr Mader, Mr Riches, Mr Nelson, Mr Barker, Mrs Douglas-Mullet and Mrs Willetts.

Abstention- Mr Ford

**CARRIED**

**Item 32(iv)**

**It was proposed by the General Secretary that there is an election for the Deputy General Secretary Elect at the March JCC and that the successful person will then work with Mr Smith until May 2014.**

For 26

Against - Mr Ford

Abstention - Mr Gallimore and Mr Smith

**CARRIED**