

**Dear Colleagues**

**JOINT BRANCH BOARD**

A Meeting of the Joint Branch Board was held on the 12<sup>th</sup> September 2017 at the Gomersal Park Hotel, Gomersal, Cleckheaton, BD19 4LJ commencing at 1.30pm

The minutes are set out below for your information.

Yours sincerely

Gary Maloney  
JBB Secretary

**ATTENDANCE**

Chairman		Nick Smart D/E	
Secretary		Gary Maloney	
Deputy Secretary/Equalities		Nick Mosey	
Vice Chairman/Discipline Lead		Ned Liddemore	
Treasurer/H&S Lead		Craig Grandison	
<b>Area</b>	<b>Constables</b>	<b>Sergeants</b>	<b>Inspectors</b>
<b>Bradford South</b>	Aaron Horsfall	Jason Stoney D/E	Vacant
<b>Bradford North</b>	Billy Jeavons D/E	Gareth Hird	Clare Brady
<b>Calderdale</b>	Howard Ainley	Jon Shuttler D/E	Paul Akerman D/E
<b>CID</b>	Chris Davies	Vicky Glover UNKNOWN	Phil Jackson D/E
<b>Wakefield</b>	Mark Powell	Glyn Pearson	Dave Westwood S/L
<b>Reserve</b>	Sarah Hanson	Anita Patel	Vacant
<b>City &amp; Holbeck</b>	Mark Moorhouse D/E	Andy Farrell D/E	Anne Banks
<b>Roads Policing</b>	Richard Hopper	VACANT	N/A
<b>North West Leeds</b>	Darren Scholefield	Chris Bentley	Jon Brady
<b>Kirklees</b>	VACANT	John Levick A/L	Mark Trueman
<b>Operations</b>	Mick Kilburn S/L	Carl Lee UNKNOWN	Chris Corkindale D/E
	Andy Hall	Brian Booth	Darren Wainwright D/E
<b>North East Leeds</b>	Guy King D/E	VACANT	Ian O'Brien
<b>HQ Inspector</b>	N/A	N/A	VACANT
<b>HQ CID</b>	Holly Exley	VACANT	Gail Lawrie

### **73 ATTENDANCE / TENDERED APOLOGIES AND ABSENCES TO BE NOTED**

Noted

### **74 ITEMS THAT THE CHAIRMAN AGREES TO ADD ON THE GROUNDS OF URGENCY**

**CBB** – Presentation Piece for Nikki Wood

**SBB** – Shelly Slark as left the federation

**IBB** – Vicki White as left the federation

### **75 MINUTES OF THE LAST MEETING**

Proposed – Mark Trueman

Seconded – Aaron Horsfall

### **76 MATTERS ARISING**

### **77 RELEVANT CORRESPONDENCE**

Mr Maloney advised that we have received a letter from the national police memorial thanking us for the kind donation of £97.41 from the Charity Helmet in the front office.

Mr Maloney advised he has sent out a business paper (RE: Ned Liddemore retiring) and advised that we want to set in motion an election for CAPLO elect. Our standing orders have a procedure where if we can find a way of doing this anonymously we can do this by electronic means. Mr Grandison has found a way of doing this that doesn't involve seeing who reps have voted for but does show who has voted.

Mr Maloney proposed that the JBB grant permission to use this method for the Caplo Elect and if successful then any future JBB posts would be elected by this method, as this remains anonymous.

Seconded – Howard Ainley

A discussion took place and Mr Grandison explained how this process worked.

The vote was carried unanimously.

Mr Maloney then requested approval for the elections to run from the 12<sup>th</sup> September until the 26<sup>th</sup> September 9.30am. If the nomination period results in more than one candidate he will then engage with Mr Grandison to set the process in motion for an election electronically. If there is one candidate only they will be nominated as Caplo elect at 9.31am then we will move to a Caplo Deputy which we will run along the same lines and Mr Maloney will send an email out to advise that nominations are

12<sup>th</sup> September 2017 Gomersal Park Hotel

now open and he will include an electronic version. Nominations need to be 2 people from this JBB no matter what rank and that period will run for a 2 week period.

Seconded – Holly Exley

The vote was carried unanimously

## **78 TREASURER'S REPORT**

Mr Grandison presented the treasurers report.

Mr Trueman presented the trustee report. He advised that the trustee met on the 22<sup>nd</sup> July. He advised that all expenses were kept in good order and continued thanks go to Mr Grandison for his hard work.

**Alto Cards** – Mr Grandison advised that alto cards are withdrawing from the UK market. Unity trust bank have been looking into an alternative they have come back and advised that they cannot find a suitable alternative to the alto card.

At the moment reps must cash claim. If large sums of cash are required please contact Mr Grandison.

**Federation expenses** - We are in a process now were we are going through a standardisation of Federation expenses across the country. The aim of this at the end of the process is that all 43 forces across England and Wales will have the same expenses and reclaim structure for expenses incurred whilst on Federation business. All mileage has gone to the 45p per mile.

**Health Scheme** – Mr Grandison advised that there is no major update. The health scheme manager and deputy have both been serve notice of redundancy within the last month and a recruitment process is under way. The Health scheme manager was also a qualified nurse however we won't be looking for a nurse to replace her as this isn't require for the new business model.

## **79 WYPF HOLIDAY HOME**

Mr Grandison advised that he holiday homes are running smoothly.

We are currently updating the website so this will show availability for both homes.

There have been some minor maintenance issues but nothing major. Small leak at Scarborough but this as been fixed.

Good feedback has been received from members.

## **80 TO NOTE CIRCULATED PAPERS AND DISCUSS ANY ISSUES RAISED;**

## **81 EQUALITIES & PROFESSIONAL DEVELOPMENT**

Mr Mosey provided a brief update.

Mr Mosey met with the disabled police association of West Yorkshire to try and build a working relationship. They are the only support network so far that has taken Mr Mosey up on his offer to come and meet and gain a better understanding of how each other works.

Others seem to be quiet reluctant.

**Maternity Leave** - There has been some issues with Maternity leave and shift patterns over the summer period. There has been a change in policy in relation to maternity support leave or the old paternity leave. The change was just meant to affect the partners in relation to the paternity leave, However when they have done the change they have decided to show on maternity leave officers are Monday to Friday 9am-5pm shift. This has caused some problems and that has caused the issue to how much leave they have actually got. The Calm update has now been reversed and this issue should have been resolved.

**Pregnant officers** - Once they have let the organisation know that they are pregnant officers are being moved onto different teams different shift patterns etc. This is something the organisation needs to be careful about so that the officers do not suffer any kind of detriment. (Example Financial detriment).

Any questions please contact Mr Mosey.

**Counselling service** – The counselling service is still running extremely well.

This has been pushed out to Wakefield and Kirklees for circulation. We will gradually push this out to other areas once the waiting list reduces.

## **82 HEALTH AND SAFETY**

Mr Grandison presented the H&S report.

A report has been done by the force re: Health and Safety within the force.

**Driver Medication issues** – The force are going to remind officers who are in involved in emergency vehicle driving and are on medication of any kind it needs to be disclosed to OHU.

Health and safety notice boards around the force should be in all major buildings. There have been some issues of these not being updated. New notice boards will be coming into place.

**Click View** – Mr Grandison and Mr King will have access to an on line system which will show them all assaults and IODs across the force. It won't disclose the details of officers involved but will show supervisors and what stage the investigation is at.

**Menopause in the work place** - There has been some issues with female officers who are going through the menopause symptoms and how they are being treated by their managers. This is being looked into. Update to follow.

**Vehicle Fleet** – Nothing to report.

**District Issues** – No issues reported.

**Officer Assaults** – Mr Grandison advised that officer assaults are still work in progress. He met with Mr Robins along with Mr Smart. The 7 point plan is being developed. The process for supporting officers and supporting criminal investigations and prosecutions against offenders is looking positive.

**Body worn video** – The body worn video is now in use in Bradford and Calderdale. Some of the older units at Bradford have had batteries issues. All these units are being pulled out of service and changed to new units.

**ESMCP (emergency services mobile communication project)** – This is due to go live in the North West in September 2017. It will come to West Yorkshire by spring 2018.

## **83 CLOTHING AND PERSONAL PROTECTION**

Mr Grandison provided a brief update.

No major issues to report.

**Regional meeting** – There is nothing to report since the last meeting. General issues discussed contracts relating to trousers, body armour and PSU gear.

**Equipment issues** – None

**Women's Police Uniform** – The fit for women's uniform has been atrocious. This has been raised and is being looked into. Update to follow.

**Maternity clothing** – There is currently a white shirt issue and are available to pregnant officers, however the black wicking shirts are not currently available in maternity sizes. The new shirt contract will correct this and give a maternity option, in the meantime larger wicking shirt sizes are available to pregnant officers.

**User trial volunteers** – Mr Grandison advised he is looking for people to volunteer and go on a waiting list for to trial the new uniform and equipment that comes through. He asked if any reps would like to volunteers as we will be able to receive good honest feedback from reps.

If anyone is interested please contact Mr Grandison.

## **84 DISCIPLINE LEADERS REPORT**

Mr Liddemore thanked the discipline team for their continued support.

**PSD update** – It seems at the moment that PSD are sacking people for less serious offences than the ones who have committed serious offences. This is still ongoing work and we will continue to provide updates.

Mr Liddemore advised that at the moment there is a training issue. He gave an example relating to 2 police officers who have not contacted the federation and refused legal assistance. They have then gone on to give statements which has related in misconduct issues.

Going forward training is still needed in this area. We need to be advising members not to give statements or comment when served papers until they have contacted the federation for advice/Legal assistance.

**Anonymous messenger** – We have been asked to support this by PSD but have advised that we don't believe this is anonymous from force systems. A job in North Yorkshire has been traced back to an officer so we can't endorse that. We have worked with Dave Talbot (computer expert and owner of the Federation database) and advised PSD we can work together to make this anonymous but they don't seem to be on board with this at the moment.

Crimestoppers do provide a service to police officers for reporting colleagues so it may be that we promote this service instead. Update to follow.

**PIMS day** – Mr Scholefield provided an update.

The last PIMS day in July was another great success with 180 people attending.

As of a month ago the numbers for the next PIMS day in November are 33 Leeds, 42 Bradford, 17 Kirklees, 9 Calderdale, 11 Ops and only 1 from Wakefield.

This needs to be promoted and duty time as been agreed by local agreement.

**Wellbeing Seminars** – 3 dates booked in for November and filling up quickly. Reps were asked to still promote this and duty time as been agreed.

Protected services crime has asked for us to hold an additional date in November but this will cost an additional £1000.

Mr Liddemore proposed that we run an additional day at a cost of £1000 for protective services crime.

A discussion took place and it was suggested that this be opened up to everyone in the division it is held in.

Mr Liddemore then proposed that an additional day be authorised at the cost of £1000 and Gail Lawie can work on a date for the next training day.

Seconded: Gail Lawie

The vote was carried unanimously.

Mr Scholefield thanked Ned Liddemore for his hard work as the CAPLO lead over the last 4 years.

## **85 PROGRAMME OF CHANGE**

There is nothing major to report due to the last meeting being cancelled.

Mr Mosey did advise that there is work still on going with DCR and help desks. The Chief Officers team have been presented with 4 options in relations to command control and how that's going to look. They couldn't reach a decision on which option to go for and have requested more time. Update to follow.

## **86 EXECUTIVE UPDATE**

**Enforced overtime** – Mr Maloney advised that officers are being kept on duty to do routine call handling. We have been receiving a high number of complaints so Mr Maloney would like a steer from the JBB on were we should go as an executive when approaching the force.

There is a view that this is just a short term problem.

A discussion took place regarding this.

Update to follow.

**Parliamentary working group** – Mr Grandison advised that Mr Smart now sits on the working group panel which is run by the National Federation at Leatherhead. Mr Smart has seen every MP within West Yorkshire.

**Taser** – Mr Grandison and Mr Smart have been in communication with the COT team in relation to Taser's and looking at a wider deployment for Tasers within West Yorkshire. Update to follow.

**Rest day working and Travel** – Mr Smart was not in attendance at the JBB to provide an update.

Mr Grandison advised that this is relation to travelling on or off duty. Mr Mosey provided an example. Mr Smart is due to attend a meeting so an update will follow at a later stage.

## **87 NORMINGTON REPORT (STANDING ITEM)**

No meeting held since the last JBB.

12<sup>th</sup> September 2017 Gomersal Park Hotel

This heading needs to be changed to INC for the next JBB.

### **88 CONFERENCE (STANDING ITEM)**

Mr Grandison updated the JBB and reconfirmed that the conference will be held in Birmingham and the hotel rooms have been confirmed. More details to follow.

### **89 ITEMS OF URGENCY**

**CCB** – Nikki Wood has now retired from the force.

Sarah Hanson proposed Nikki Wood for a presentation piece and an invitation to our charity dinner in March 2017. She served with the Federation from 2008 until July 2016.

Seconded: Howard Ainley

The vote was carried unanimously.

**SBB** – Shelly Slarke has left the Federation

**IBB** – Vickie White has left the Federation.

### **90 DATE OF NEXT MEETING**

3<sup>rd</sup> October 2016 Gomersal Park Hotel