

**Dear Colleagues**

**JOINT BRANCH BOARD**

A Meeting of the Joint Branch Board was held on the 23<sup>rd</sup> February 2015 at the Marriott Hollins Hall, Shipley commencing at 1.00pm

The minutes are set out below for your information.

Yours sincerely

Gary Maloney  
JBB Secretary

**ATTENDANCE**

Chairman	Nick Smart		
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>
Bradford South	Aaron Horsfall	Michael Cox	Dave Apsee D/E
Bradford North	Billy Jeavons	Gareth Hird D/E	Paul Harkin
Calderdale	Howard Ainley	Dee Stratford	David Browning D/E
CID	Vacant	VACANT	Phil Jackson D/E
Wakefield	Mark Powell	Glyn Pearson	Vacant
Reserve	Sarah Hanson	Anita Patel	Sarah Hanks S/L
City & Holbeck	Mark Moorhouse D/E	Andy Farrell D/E	Anne Banks
Roads Policing	Richard Hopper D/E	VACANT	N/A
North West Leeds	Darren Scholefield	Chris Bentley	Jon Brady D/E
Kirklees	Nikki Wood D/E	Simon Butterworth	Mark Trueman D/E
Operations	Mick Kilburn	David Haigh	Steve Taylor
	Andy Hall	Brian Booth	Vacant
North East Leeds	Guy King	Anthony Coultate	Ian O'Brien
HQ Insp	N/A	N/A	VACANT
Training/Comms Insp	N/A	N/A	VACANT
HQ CID	Holly Exley	Paul Eisey	VACANT

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**An input was given by Kevin Rack from Police Insure**

**18 ATTENDANCE / TENDERED APOLOGIES AND ABSENCES TO BE NOTED**

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

Nothing urgent to be added

**20 MINUTES OF THE LAST MEETING**

No issues raised.

Proposed: S Hanson

Seconded: H Ainley

**21 MATTERS ARISING**

None

**22 RELEVANT CORRESPONDENCE**

**23 TREASURER'S REPORT**

Mr Grandison presented the treasurer report.

No update from the trustees.

Mobile Phones – Mr Grandison advised that there is currently an ongoing issue with EE. He has been unable to view bills online. The bill for February is higher than previous months. Mr Grandison is looking into this issue. Update to follow.

Mr Grandison advised that a query was raised in the Sergeants Branch Board meeting RE: hotel accommodation and conference expenses. He clarified these issues with the JBB.

**24 TO NOTE CIRCULATED PAPERS AND DISCUSS ANY ISSUES RAISED;**

Contribution rates regarding pensions: The new pension regulations are due to be signed off today (23<sup>rd</sup> February 2015) when the new pension regulations come out you will get a number of enquiries off members. Just remind them of the previous statement which was circulated by Mr Smart and published in Fed Focus advising that West Yorkshire as a board and in conjunction with other federations in the region will be taking independent legal advice regarding the regs but this cannot be obtained until the regs have been published as we can't challenge something which is not in existence.

The leadership review is due to be issued before elections.

In Windsor 3 Sergeants over time is likely to be on the table for discussion.

Update to follow.

## **25 EQUALITIES & PROFESSIONAL DEVELOPMENT**

Mr Mosey informed the JBB that we are still trying to obtain a policy which includes Q&A's relating to support leave.

There is currently an ongoing issue regarding how the force is calculating statutory pay. We are working with the force to resolve this issue. Update to follow.

In relation to professional development for Federation representatives we are looking towards holding 2 training days in the near future. These days will be combined with Equalities, Health & Safety and Discipline. There will be various speakers at these events. A date is yet to be confirmed.

Mr Mosey met with Mr Oldroyd in January to discuss police promotions. The new system will be a four step process starting from April 2015. The first step is to prove competencies in the officer's current role, the second step will be to complete a written exam, and the third step will be a force selection process. If the officer is successful in all three steps they will be temporally promoted for a 12month period and a work base assessment will be carried out. If after the 12month period the applicant is successful they will be promoted.

Applicants have 5 years from taking part 1 to be promoted if not, the process will have to be started again.

For applicants who have already obtained part 1&2 they will be protected.

### **Training**

The federation are looking to hold training days at districts relating to discipline, Equalities, wellbeing of staff, managing stress in the work place, spotting stress and depression. These days will be for officers, Line managers and HR. Dates are yet to be confirmed.

## **26 HEALTH AND SAFETY**

### **Double Crewing**

Mr Grandison advised the JBB that the accident data does not support double crewing.

Mr Grandison asked that representatives advise members to report all injury on duties including any near misses. Examples were given to the JBB on what can and should be reported.

An online reporting system for IOD and other incidents is due to become live on the 1<sup>st</sup> April if not before. Anyone can complete this form. (Supervisors on the behalf of officers who are not able to complete this who may be off duty at the time)

There is currently no update re: The terrorist threat level. Nothing as changed in the terms of the risk to officers.

### **Tasers**

We have a policy within West Yorkshire where officers must be doubled crewed if carrying a Taser. It has been raised with the command term 'why officers in West Yorkshire must be double crewed' when in other forces this isn't the case. This is being looked into by the command team.

Mr Smart attended a meeting with Mr Milsom regarding this issue and updated the JBB. Mr Smart asked representatives to gather information re: how many Tasers are used or spare within their division.

### **District Health & Safety**

Mr Grandison asked that representatives check that health and safety meetings are still being carried out within districts. There should be an H&S meeting held every quarter.

### **27 CLOTHING AND PERSONAL PROTECTION WORKING GROUP REPORT**

No current update since the last meeting.

### **28 DISCIPLINE LEADERS REPORT**

Mr Liddemore thanked the discipline team for their continued support.

We are extremely busy at the moment with hearings and PAT's.

**PAT's** - Most PAT's in the past have not been successful. The process has now changed slightly were if a PAT is successful the officer is reinstated and a new hearing must take place.

**PIMS Update** – Mr Liddemore asked that JBB representatives promote this event to Police Officers and Police Staff. All names must be given to Charlotte in the Federation office. The force has advised that duty time has been authorised for this event.

**Abuse of Authority/Position** – This is high on PSDs agenda at the moment. Can you remind all members that they are on dodgy ground should they form any sort of relationship with a members of the public through work and their job as a police officer. If they are deemed as vulnerable i.e. Victims of domestic violence or who are/have been in custody.

**Suspensions** – 1 suspension CTU officer – Officer was arrested on a Monday suspension signed up on the Friday prior to suspension. This should not be done before speaking to the officer. Mr Liddemore is concerned that if the officer or any officer finds out that they are be suspended they may do something untoward. Mr Scholefield is dealing with this issue and legal advice is being sought.

**Local resolutions** – Legal advice is being sought for current issues within West Yorkshire. Mr Liddemore updated the JBB on various issues within our force.

It was suggested that reps be trained around local resolutions. Mr Liddemore will arrange this. Update to follow.

### **29 PROGRAMME OF CHANGE**

Mr Smart advised that he and Mr Maloney attended a shift review meeting.

It was discussed at the last meeting that a 4 and 5 team shift pattern is being reviewed. It was discussed that it may be finalised at the end of February and the paper being submitted at the end of March ready for finalisation in April. Update to follow.

### **30 EXECUTIVE UPDATE**

#### **Charitable donation**

HR is working with a number of other forces to support an event held by the British association of women's policing to celebrate 100 years of the organisation. This event is being held in May in Greater Manchester Police force area. They are raising money for the Nicola Hughes foundation. Each force has contributed £500 to this event and each federation are being asked if they would like to donate £100.

Mr Maloney proposed that we support this event with a donation of £100

Seconded: Mr Grandison

The proposal was carried unanimously by the JBB.

#### **Charity Pins/Badges**

A letter was received into the federation office last week from a Police Officer (unknown) He had received a letter from his Sergeant stating he needed to remove his Charity badge. Mr Maloney sought a view from the Chief Officer team. Their view was that it doesn't comply with force policy therefore they shouldn't be worn. An email was sent out to reps and the information regarding this was published on social media.

The Chief Officer team then contacted Mr Maloney advising that they are amenable to a change in the force policy. Another meeting is due to take place.

Update to follow.

#### **Media Update (cuts have consequences)**

Images and posters for the campaign are due to be publicised on buses and in train stations in the upcoming weeks. TCC Collins as advised that she is happy with the images and posters and supports our campaign.

The force has received an information request regarding the cost of the advertising. The force is dealing with this request.

#### **3 Peaks event**

Mr Smart has arranged a 3 peaks event with Bryn Hughes. There are currently 5 confirmed names attending. Bryn as arranged with a solicitor for disclaimers to be signed. We may have to open this event up to members of the force.

Mr Smart is in the process of negotiating a discount with Go outdoors. Update to follow.

### **31 NORMINGTON REPORT AND MOTIONS TO CONFERENCE (STANDING ITEM)**

Nothing major to report

### **32 ITEMS OF URGENCY**

### **33 DATE OF NEXT MEETING**

23<sup>rd</sup> February 2015 Gomersal Park Hotel

Monday 13<sup>th</sup> April 2015 Gomersal Park Hotel