

**MEMBERS OF THE JOINT BRANCH BOARD**

Dear Colleague,

The Meeting of the Joint Branch Board will be held at the Gomersal Park Hotel, BD19 4LJ on Monday 26<sup>th</sup> June 2017 commencing at 1.30pm

The JBB agenda is set out below for your information.

Prior to the JBB there will be an input from Sarah Siddons from St James place and Mark Skinner of Farley's solicitors

Yours sincerely

**Nick Smart  
JBB Chairman  
West Yorkshire Police Federation**

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

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

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

CBB – Nothing to report

SBB – Scroll, presentation piece and an invite to our annual charity dinner for Glyn Pearson

IBB – Nothing to report

### **38 MINUTES OF THE LAST MEETING**

Minutes are a correct reflection of the last meeting.

Proposed – Howard Ainley

Seconded – Mark Moorhouse

### **39 MATTERS ARISING**

### **40 RELEVANT CORRESPONDENCE**

### **41 TREASURER'S REPORT**

Mr Trueman advised that a trustees meeting was held on the 12<sup>th</sup> June and they went through various accounts and receipts:

Any expenses to be claimed from Leatherhead need to be confirmed as being paid within our accounts;

Therefore a register needs to be created to ensure this occurs so receipts are attached to relevant accounts. This is an office issue.

All reps - if you are travelling within the force area or visiting a member in relation to a federation matter out of the force area mileage should be claimed on the force proactise system.

### **42 HOLIDAY HOMES**

There have been some issues at Scarborough in the last few weeks with a water leak in the bathroom (Ground Floor), this has been an ongoing issue, but we have been unable to resolve this without removing bath and shower.

This has been done in the last 2 weeks, with the leak being repaired and everything refitted, all relates to poor instillation by the original owner, poor quality fittings and workmanship.

This has caused some disturbance to those booked in, all have been refunded, but allowed to stay and use the other shower room if they wanted (all elected to stay).

Bookings still going well, still full to October and beyond. Major holidays booked up for 12 months.

#### **43 TO NOTE CIRCULATED PAPERS AND DISCUSS ANY ISSUES RAISED:**

#### **44 EQUALITIES & PROFESSIONAL DEVELOPMENT**

Ms Hanson provided an update on the behalf of Mr King.

Attended the ELO seminar at the end of April

In respect the of the limited duties issue and the potential loss of the X factor payment, it seems that other forces are awaiting what come from Thames Valley, they have 16 officers who will lose this payment in September and it is accepted that this will then be played out in court.

Other forces are reporting that they are bumping fully fit officers out of specific roles to accommodate those who need "adjustments"

There is some guidance which suggests that retaining officers on full pay for the purposes of sickness absences NOT a reasonable adjustment.

It appears that there may have been a shift in the view of or force relating to half pay / nil pay appeals.

Mr King asked that reps send him feedback on how they are doing with appeals and what are the views of timeframes and communication from HR.

Mr King as approached the force to try and come up with a structured way to deal with pay appeals. It seems that each HR and HR officer will deal with them in a very different way.

Mental Health and PTSD cases remain high throughout the country.

Disability and work related stress -

Recent ruling within an ET Judgement was that entrenched feelings (work issues and unhappiness) wasn't really a disability and doesn't amount to mental health covered by the equality act.

Type 2 diabetes-

If diabetes controlled by medication than it would be covered as a disability,,, if controlled by diet etc or as quoted "life choices" then it is not a disability per se, So they have to factor the taking out medication as to what effect this might have on the condition and how it will affect the day to day activities.

Opinion from Leatherhead is that medical capability is still maybe 2 years away.

#### **45 HEALTH AND SAFETY**

Mr Smart provided an update.

**Assaults Gold Group** - Work is still ongoing re: Assaults Gold Group, but we still need officers to records assaults (& accidents) on IOD form and notify the Federation (tick box).

We are waiting on a policy to be drawn up regarding training by Richard Cawkwell.

**Spit Guards** – Now authorised by COT for use from “Place of Arrest”, just having policy re-written and rolling out training via OST.

**Taser** – This has now been past from Mr Milsom to Mr Battle. We are going to circulate a Taser survey to members and we are also going to do an armouring survey.

A Body Armour Leaflet been released by PFEW in consultation with PTC. Circulated on the Intranet and stores will issue with all new body armour.

Andy Battle is to head up the Regional Clothing & Equipment Group and will chair his first meeting in a couple of weeks.

#### **46 DISCIPLINE LEADERS REPORT**

Mr Scholefield thanked the discipline team for their continued support.

The IPCC have offered to meet with Mr Scholefield and Mr Booth so Mr Scholefield asked reps for any feedback and he will bring this up in the meeting.

National CAPLO Drive – If anyone as any complaints about the IPCC (length of investigations procedures etc) please feed this back to Mr Scholefield.

On the 4<sup>th</sup> December the IPCC will be changing.

An email has been circulated re: On call. Reps are reminded to get back to Mr Scholefield as soon as possible.

There have been 2 hearings withdrawn recently.

#### **47 PROGRAMME OF CHANGE**

Nothing major to report

#### **48 MEAL BREAKS**

Nothing major to report

## **49 EXECUTIVE UPDATE**

**JBB meetings** – Mr Mosey advised that we have 4 JBB meetings remaining. These have been discussed in the separate boards in the morning and it has been decided that we will no longer hold the October and December meeting.

**Annual Charity Dinner** – This has been discussed in the separate board meetings and it has been decided that we will continue with the Annual Charity Dinner.

A further discussion took place and it was decided that we (the executive) will source a cheaper priced hotel. It was also decided that we will continue to hold it in Spring time.

An update will be provided

**Data protection** – Mr Mosey reminded reps to be mindful about what they are carrying around with them and to try and keep things as electronic as they can and avoid paper copies if possible.

**Counselling Service** - Is still running well and we have taken on a second counsellor due to the work load.

It was agreed by the JBB that we extend the hours of the second counsellor.

A question was raised about the force matching funding and Mr Mosey advised that we have approached CC Collins and the IPCC to match funding but we haven't heard anything to date.

**On call allowance** – This will come to an end as of the 1<sup>st</sup> January 2018 due to the new financial policy. However the force have agreed an amount which will be paid to reps.

**Q&A** – A new Q&A section has been added to our website. Any questions please contact Mr Mosey.

**Annual/Sick Leave** – Mr Mosey asked that reps inform someone in the office if they are annual leave or on sick leave. This will stop any work being diverted their way.

**Half/No Pay Appeal** – Mr Mosey asked that if reps send an half pay no pay appeal can they please copy the office email and we can scan this to the members file. This will help should the members ever need to change reps.

Mr Mosey advised that Mr Moorhouse has brought to his attention that the force has been under paying KIT days probably for the past 10years. Mr Mosey explained the process and how this could have happened.

## **50 INC**

Nothing major to report

**51 CONFERENCE (STANDING ITEM)**

**52 ITEMS OF URGENCY**

**SBB** – Mr Bentley nominated Glyn Pearson to receive a scroll and an invite to our annual charity dinner.

Vote carried unanimously.

**53 DATE OF NEXT MEETING**

The next JBB will be held on the 11<sup>th</sup> September at the Gomersal Park Hotel.