



Devon & Cornwall Police

Joint Negotiating & Joint Consultative Committee

Meeting held on 11 January 2023

In Executive Conference Room Commenced at 10.30am

Attendance

William Kerr (Chief Constable) (Chair)
Alexis Poole (Assistant Chief Officer People)
Carey Owen (Head of HR Organisational Support)
Karen Buck (Professional Standards Department)
Kate Bendelow (Trades Union Strategic Representative)
Richie Poole (Federation Sergeant)
Chloe Christine (Admin and Business Support Officer)

Sandy Goscomb (Director of Finance & Resources)
Jim Richardson (Head of Human Resources)
Dan Evans (Superintendent's Association Rep)
Joey Lester (Federation Vice Chair)
Jim Purkiss (Police Federation Branch Secretary)
Paul O'Dwyer (Unison Branch Secretary)
Bill Stevens (GMB)
Jo Warburton (Specialist Support Coordinator)

Apologies

Andy Berry (Police Federation Branch Chair Inspector)

Nick Jones (Police Federation)

01/23/01 Opening and Declaration of Interests [FOIA Open]

Will Kerr opened the meeting following an informal introductory session as the new Chief Constable, welcoming members and noting apologies. No declarations of interest were made.

01/23/02 Minutes from the previous meeting 28 September 2022 [FOIA Various]

The minutes of the previous meeting of 28 September 2022 were agreed as a true and accurate record.

01/23/03 Action Log [FOIA Open unless exemptions below]

a. Action 166 Professional Standards Department Update – Police Auditors (previous minute reference 02/22/12e and 03/22/22d)

Building and Estates had begun a review of the security of buildings. Alexis Poole would brief the Police Federation as the review continued. Any concerns would be brought back to the Committee as necessary.

Action closed

The Committee were informed that as part of the cultural work being undertaken there would be an expectation of curtesy from all officers and staff around the estate to greet one another. It was noted the importance of curtesy had been added to initial officer training.

b. Action 169 Day of Reflection – Reminder to Action (previous minute reference 02/21/20 & 02/22/13 & 03/22/22g)

Any further issues regarding should be raised with Alexis Poole.

Action closed

c. Action 173 Awards and Recognition – centralised process delays (previous minute reference 03/22/22)

A report had been undertaken by the Specialist Support Hub and sent to Alexis Poole for review.

Action closed

d. Action 174 Awards and Recognition – centralised process changes (previous minute reference 03/22/22)

Any feedback given would be brought back to the Committee as necessary.

Action closed

e. Action 175 Human Resources Operations Briefing – officer posting locations (previous minute reference 03/22/23)

It was noted resourcing were aware and allocation of officers was made based on business need alongside personal circumstances.

Action closed

f. Action 176 Human Resources Operations Briefing – exit questionnaires (previous minute reference 03/22/23)

Changes to the exit questionnaire had been made to increase effectiveness. Learning and Development would be conducting interviews with a number of leavers and would review feedback from the revised feedback following three months of implementation.

Action closed

g. Action 177 Professional Standards Department Update (previous minute reference 03/22/25)

An amendment to the action was made to clarify the vacancies had been in Force Legal Services, not Professional Standards Department. Reassurance had been given that all hearings had been scheduled and delays attributed to a number of reasons but not specifically to vacancies. This would be monitored going forward.

Action closed

h. Action 178 30 Plus Retention Scheme (previous minute reference 03/22/26)



The returners scheme had gone live. Re-joiners would be discussed at a posting panel to view skills and vacancies. Anyone wishing to re-join would need to be reviewed by Professional Standards Department and be re-vetted.

Action closed

i. Action 179 30 Plus Retention Scheme (previous minute reference 03/22/26)

Complete

Action closed

j. Action 180 Custody Shift Changes (previous minute reference 03/22/27)

Concerns had been raised with the HR change teams. For any change the team always engaged with staff and initially attempt to manage change voluntarily.

Action closed

k. Action 181 Preparation for Substantive Chief Constable's arrival (previous minute reference 03/22/28)

Complete

Action closed

l. Action 182 Targeted Variable Payments (previous minute reference 03/22/29)

Following feedback changes would be made prior to the next process.

Action closed

m. Action 183 Delayed Payments (previous minute reference 03/22/30)

The issue had been raised with finance.

Action closed

Some concerns had been raised through the Family Support Network that staff on maternity leave had not been receiving pay projections in a timely manner prior to leave starting and there had been inconsistency in payslips being received by post when away from work. Sandy Goscomb to review whether pay projections for any staff taking extended leave could be brought forward.

For action by:

Sandy Goscomb

01/23/04 Human Resources Operations Briefing [FOIA Open]

Carey Owen presented the Human Resources (HR) Operations Briefing which provided an overview of activity undertaken in the HR department in order to demonstrate the workforce strength and the wellness of the organisation. It was noted there had been a low number of employment tribunals in the last quarter.

A concern was raised regarding the delay in first line management training and that a significant number of managers in the organisation had been in post and managing Police Staff without receiving the training. It was acknowledged that there had been some delays in the training capacity



due to covid, however, the numbers that required training were reducing as additional courses had been added.

The Committee agreed the report provided the information needed to give a good snapshot of the organisation to bring into focus at the meeting. It was suggested the report could be made more thematic as required depending on organisational demand.

Alexis Poole informed the Committee that the next phase of the People Transformation and harmonisation of terms of condition would be undertaken and the consultation phase with the trade unions would begin once the final package had been agreed by both Deputy Chief Constables.

01/23/05 Professional Standards Department Update [FOIA Closed s.31 Law Enforcement]

01/23/06 Police Federation England and Wales Pay and Morale Survey 2022 [FOIA Closed S.22 – Information intended for future publication]

01/23/07 Planning and Budget Update [FOIA Closed S.22 – information intended for future publication]

Date, Time and Location of Next Meeting

There being no other business the meeting closed at 11.55am. The next Joint Negotiating and Joint Consultative Committee meeting will be held on 29 March 2023 commencing at 9.30am Via Microsoft Teams.