



Devon & Cornwall Police

Joint Negotiating and Joint Consultative Committee

Meeting held on 29 March 2023

In Executive Conference Room, commenced at 9.30am

Attendance

Alexis Poole (Assistant Chief Officer People) (Chair)
Sandy Goscomb (Director of Finance and Resources)
Karen Buck (DI Professional Investigations)
Andy Berry (Police Federation Branch Chair Inspector)
Suzanne Vranck (Police Federation Equality Liaison Officer) (virtual)
Bill Stevens (GMB)
Bex Ousley (Specialist Support Coordinator)

Carey Owen (Head of HR Organisational Support)
Jim Richardson (Head of People)

Jim Purkiss (Police Federation Branch Secretary)
Kate Bendelow (Trades Union Strategic Representative)
Richie Poole (Federation Sergeant) (virtual)

Larry Lea (Staff Officer)

Guests

Toby Davies (Superintendent Local Policing) (Rep for Dan Evans)
Jon Nickson (Wellbeing Manager) (for minute reference 02/23/13)

Simon Jaques (Chief Medical Officer)

Apologies

William Kerr (Chief Constable)
Dan Evans (Superintendent's Association)
Annette Sparks (Unison Assistant Branch Secretary)

Fran Hughes (OPCC Chief Executive)
Paul O'Dwyer (Unison Branch Secretary)

02/23/08 Opening and Declaration of Interests [FOIA Open]

Alexis Poole opened the meeting, welcoming members and noting apologies. No declarations of interest, equality, or Health and Safety concerns were raised. Members were made aware the Chief Constable was unable to Chair, and Alexis Poole would provide an update to both the Chief Constable and Deputy Chief Constable following the meeting.

For action by:

Alexis Poole

Action discharged

02/23/09 Minutes from the previous meeting 11 January 2023 [FOIA Various]

The minutes of the previous meeting held on Wednesday 11 January 2023 were agreed as a true and accurate record, following amendments to:

- a. 01/23/04 Human Resources Operations, second paragraph was amended to read:

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.

02/23/10 Action Log [FOIA Open unless exemptions specified below]

- a. **Action 184 Delay of Pay Projections (previous minute reference 01/23/03)**
Members noted the update provided on the action log. Alexis Poole or Carey Owen would ensure the Frequently Asked Questions (FAQ) sheet was circulated to members.
Action closed.
- b. **Action 185 Police Federation England and Wales Pay and Morale Survey (previous minute reference 01/23/06) [FOIA Closed s.22 Information Intended for Future Publication]**

02/23/11 Budget Update [FOIA Closed s.22 Information Intended for Future Publication]

02/23/12 Human Resources Operations Briefing [FOIA Open]

Members received and noted the Human Resources (HR) Operations Briefing provided by Carey Owen. It had been amended following feedback from the previous meeting, and now included a thematic approach, and only covered organisational support for HR relating to quarter 3 (Q3) unless stated otherwise. The following key points were highlighted:

- A schedule would be created. However, members noted it was not possible to provide all the data in quarters as some areas would lend themselves to a particular point of time in the year, rather than in quarters.
- Financial pressures had previously been discussed and had included bonus payments, where an increase in the use of bonus payments had been seen, with a 50/50 gender split for those payments noted.
- The review of vacant roles had created an opportunity for managers to review the business area and look at positive change. The Police Federation and Trade Unions were fully engaged with the reviews.
- Workload for Professional Development Unit (PDU), and Learning and Development (L&D) for Student Officer uplift remained high, and relevant HR support had been provided.



- As of mid-March 2023 there were seven active disciplinary cases, with a further two potential cases being scoped. **[FOIA Closed S.22]**

02/23/13 Assaults against Staff and the provision of Wellbeing, and Health and Safety Update **[FOIA Open unless exemption specified below]**

a. Health and Safety Update [FOIA Closed s.22 Information Intended for Future Publication]

b. Occupational Health [FOIA Open]

Simon Jaques provided an update regarding the Alliance Occupational Health (OH) service, and members noted the paper provided. The following key points were highlighted:

- The new Alliance OH and welfare structure went live 1 November 2022, to align and integrate the process across both forces. The aim was to become an accredited service as per NPWS Standards aligned with Safe Effective Quality Occupational Health Service (SEQOHS) 2010, which focused on patient health, wellbeing, and safety in equal measure.
- Members noted the importance of the Force recognising their duty of care to its staff, and seeking to support its OH customers. Line managers needed to understand their own process and training could be provided to ensure managers had a good understanding of the OH process.

Toby Davies left the meeting.

- The new service constituted a hub and spoke model centred in Exeter for OH, and Winfrith for welfare.
- The new OH Patient Management System agreed with RIOMED would go live 6 June 2023.
- An estates move at Middlemoor from Cornwall House to Elliot House was due to take place October 2023, and could not be delayed.
- Work continued to establish a permanent Clinical Operations/Business Manager.

Jon Nickson joined the meeting virtually.

c. Wellbeing [FOIA Open]

Members received and noted the Welfare briefing provided by Jon Nickson. The following points were highlighted:

- Resilience Workshops had continued, with 18 workshops completed by approximately 300 staff since October 2022, which showed 97% of staff having completed the course, which was seen to be positive. Work would continue to develop the workshops to maximise them for all staff.



- Members noted a significant programme which had been ongoing for two years was the Mental Health for managers, with the project due to be completed by June 2023. Over 1000 managers had completed the programme, around 93% of managers. Feedback so far had highlighted the stigma around mental health, preventative culture, stress risk assessments, and suicide prevention. The programme would be developed further for new line managers, Sergeants, and Inspectors.
- The Wellbeing team continued to develop a suite of products for training, which were both face to face and online.
- The Alliance OH and Welfare service were providing ongoing support for staff effected by Operation Lilypad, which would continue to be monitored.
- A query was raised whether there was data to show the number of response/investigation staff who had accessed the Wellfest presentations/videos after the event, to support the targeting of those staff next year.

Karen Buck joined the meeting in person.

- Members were made aware the Police Federation had started a campaign nationally to raise awareness of fatigue, as it had a big impact on officers and their ability to carry out their work.
- The results of the pay morale survey had shown many staff were not aware of the support available to them. A query was raised if staff had been able to access the support available, and in a timely manner.

During discussion the following actions were created:

1. Simon Jaques would look into the details of the national campaign being led by the Police Federation regarding fatigue.
For action by: Simon Jaques
2. Simon Jaques would review how accessible support was available to staff, following the results of the pay morale survey, and to see if the support could be accessed in a timely matter.
For action by: Simon Jaques
3. Jim Purkiss would share a link to the fatigue data/slides to all members.
For action by: Jim Purkiss

Thanks were given to Jim Richardson, Simon Jaques, and Jon Nickson for their updates, and Jon Nickson left the meeting.

02/23/14 Professional Standards Department Update
[FOIA Closed s.31 Law Enforcement]



02/23/15 Women's Safety in the Workplace
[FOIA Closed s.22 Information Intended for Future Publication]

02/23/16 Police Federation Pay and Morale Survey
[FOIA Closed s.22 Information Intended for Future Publication]

02/23/17 Sub-committee Updates
[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 11.40am. The next Joint Negotiating and Joint Consultative Committee meeting will be held on Thursday 8 June 2023, commencing at 9.30am via Microsoft Teams.