



Devon & Cornwall Police

Joint Negotiating and Joint Consultative Committee

Meeting held on 8 June 2023

In Executive Conference Room, commenced at 9.30am

Attendance

Alexis Poole (Assistant Chief Officer People) (Chair)	Carey Owen (Head of HR Organisational Support)
Sandy Goscomb (Director of Finance and Resources)	Jim Richardson (Head of People)
Andy Berry (Police Federation Branch Chair Inspector)	Jim Purkiss (Police Federation Branch Secretary)
Annette Sparks (Unison Assistant Branch Secretary)	Bill Stevens (GMB)
Suzanne Vranck (Police Federation Equality Liaison Officer) (virtual)	Paul O'Dwyer (Unison Branch Secretary) (virtual)
Karen Buck (DI Professional Investigations) (for minute reference 03/23/25)	Richie Poole (Police Federation Sergeant) (virtual)
Bex Ousley (Specialist Support Coordinator)	Larry Lea (Staff Officer) (virtual)
	Jo Warburton (Specialist Support Coordinator)

Apologies

William Kerr (Chief Constable)	Jim Colwell (Deputy Chief Constable)
Fran Hughes (OPCC Chief Executive)	Simon Jaques (Chief Medical Officer)
Jo Arundale (Superintendent – Alliance Professional Standards)	Dan Evans (Superintendent's Association)
Kate Bendelow (Trades Union Strategic Representative)	

03/23/18 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 had been unavailable to Chair. However, 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

03/23/19 Minutes from the previous meeting 29 March 2023 [FOIA Various]

The minutes of the previous meeting held on Wednesday 29 March 2023 were agreed as a true and accurate record.

03/23/20 Action Log [FOIA Open unless exemptions specified below]

- a. **Action 189 Human Resources Operations Briefing (previous minute reference 02/23/12)**
Action complete.
Action closed.
- b. **Action 190 Human Resources Operations Briefing (previous minute reference 02/23/12)**
Sandy Goscomb updated members on the current position regarding leavers and pensions. The impact would be greater for Officers than staff and the deadline for changes to be made to access a remedy decision was 1 October 2023. In order for financial planning within the Force, it would be helpful to have some indication of the decisions of those officers due to retire in the 2023/24 financial year. It was acknowledged that the software was not in place for an informed decision and that legislation had been delayed, but it was anticipated the Police Federation would approach those officers due to retire informally, to seek information regarding their decision. Communications would be drafted to make it clear the Force would like an indication of, not a commitment to, any decision regarding remedy individuals were making for their retirement.
Action closed.

Jim Richardson joined the meeting in person.

- c. **Action 192 Assaults against Staff and the Provision of Wellbeing, and Health and Safety Update: Health and Safety (previous minute reference 02/23/13a) [FOIA Closed s.22 Information Intended for Future Publication]**
- d. **Action 193 Assaults against Staff and the Provision of Wellbeing, and Health and Safety Update: Wellbeing (previous minute reference 02/23/13c)**
Members noted no update was available. A formal update would be provided to the Board 30 August 2023, and the Specialist Support Hub would ensure it was included as an item on the agenda.
For action by: Specialist Support Hub
- e. **Action 194 Assaults against Staff and the Provision of Wellbeing, and Health and Safety update: Wellbeing (previous minute reference 02/23/13c)**
Members noted no update was available. A formal update would be provided to the Board 30 August 2023, and the Specialist Support Hub would ensure it was included as an item on the agenda.
For action by: Specialist Support Hub
- f. **Action 195 Assaults against Staff and the Provision of Wellbeing, and Health and Safety Update: Wellbeing [FOIA Open]**
Jim Purkiss confirmed that the link had been shared after the last meeting.
Action to be closed.

- g. **Action 196 Professional Standards Department Update [FOIA Closed s.31 Law Enforcement]**
- h. **Action 197 Police Federation Pay and Morale Survey (previous minute reference 02/23/16) [FOIA Closed s.22 Information Intended for Future Publication]**

03/23/21 HR Operations Briefing [FOIA Open]

Members received and noted the Human Resources (HR) Operations Briefing provided by Carey Owen. The data included in the Appendix was from quarter three only.

Carey Owen highlighted the key points:

- The majority of ongoing Employment Tribunals (ETs) had been regarding disability. Human Resources (HR) had been offering support at different levels within the organisation with Disability Confidence Leader status, the Business Disability Forum and through Learning and Development, in order to support management and raise awareness.
- The new Pay Progression Standard had been communicated across the Force and further conversations in the workplace would be encouraged to ensure individuals and managers were aware of the timelines involved. The Federation would continue to message its members through social media and representation in weekly messages.
- It had been suggested that the Family Support Group would be a useful forum for ensuring officers and staff were aware of the new Pay Progression Standard.
- The digitalisation of personal files had been completed and provided a far more efficient and straight forward system. The digitalisation system was with HR only and was not on a Forcewide system.
- Shortlisting for a Health and Safety Manager had taken place and interviews were scheduled for the week beginning 12 June 2023. Members noted the excellent work of the existing Health and Safety team which had done a fantastic job in the absence of a manager, and praised the support of the wider Police family. The Chair noted recruitment had been a good example of where the Alliance had worked well.

During discussion the following actions were created:

1. The Specialist Support Hub would ensure an update regarding the Disability Confidence Leader status for the Force would be included on the agenda for the next Strategic People Board.
For action by: Specialist Support Hub
Action discharged.
2. Carey Owen would share the dates for the Disability Confidence Leader meetings with Paul O'Dwyer, to ensure a Unison representative would attend.

For action by: Carey Owen
Action discharged.

- Carey Owen would liaise with the lead of the Family Support Group to see if relevant messaging could be issued via this forum, to help make officers and staff aware of the new Pay Progression Standard.

For action by: Carey Owen

The Chair thanked Carey Owen for the positive report.

03/23/22 Health and Safety - Exposure to Harmful Substances [FOIA Open]

Members received and noted the Exposure to Harmful Substances update provided by Jim Richardson. There had been no incidents reported as involving harmful substances that had involved an exposure to infectious disease, or that had met the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) threshold in the last quarter. There had been a few anomalies recorded as 'other', and some that had been mis-categorised as 'harmful substances'. The Committee noted the detail in the breakdown had been very useful, and the report itself reassuring.

03/23/23 People Harmonisation Programme Update (June 2023) [FOIA Open]

Jim Richardson presented the People Harmonisation Programme update (June 2023), which demonstrated the engagement phase of the programme. The next phase would implement the strategical aspects, and briefings had already been given to Commanders, Heads of Department (HODs), and Line Managers. There had been some low-level feedback, and Jim Richardson encouraged any further feedback from members of the Board.

Jim Richardson would provide a more detailed update at the next Board 30 August 2023 regarding the continued harmonisation work.

For action by: Jim Richardson

03/23/24 Police Federation for England and Wales Pay and Morale Survey [FOIA Open]

Jim Purkiss and Andy Berry presented the Police Federation of England and Wales (PFEW) Pay and Morale Survey results noting some significant issues. The following points were highlighted during discussion:

- The Cost of Living had impacted officers, particularly with the rising cost of fuel which affected officers who travelled greater distances to work across Devon and Cornwall, in comparison to other forces.
- Workloads for many officers in the Force were known to be high, and the survey had confirmed that 66% of officers had felt their workload had been 'too high' or 'much too high' over the past 12 months. 26% reported they had 'often' or 'always' been pressured to work long hours. 40% of officers reported they had 'often' or 'always' worked beyond a 48-hour week.
- The Working Time Directive was a legal requirement in the Force, but the data set had been incomplete and therefore, not used to evidence, for example, those officers unable to take leave as arranged or requested, or whether adequate breaks had been taken as required. The data from the survey could be an early indicator of exhaustion or stress in the workforce.
- A higher level of well-being amongst investigative officers, for example, needed to be addressed as a matter of urgency, but anecdotal evidence only had been provided in the PFEW survey. The Force had already been aware of some of the issues that had impacted on well-being and sickness.
- 54% of respondents indicated their morale had been either 'low' or 'very low' and 39% of respondents said they had found their job 'very' or 'extremely' stressful. However, 85% of respondents reported they were aware of mental health reactive services, and 70% reported they were aware of proactive mental health services.
- Retention and attrition issues were discussed and leavers' letters and exit interviews would provide information for the reasons behind low retention of staff, and it was hoped that discussion at Personal Development Review (PDR) meetings would present an opportunity to retain officers who were considering leaving.
- It had been suggested that a career's advisor within the Force could energise and motivate the younger recruits and to help prevent some from considering leaving relatively soon after qualifying.

Sandy Goscomb left, and Karen Buck joined the meeting in person.

- The number of officers leaving the Force in the previous six months demonstrated an issue with retention as 18% of respondents had indicated they intended to resign within the next two years, or as soon as they found alternative employment. Experienced officers were leaving or retiring, partly due to morale, and partly due to changes in employment and pension terms. Other factors considered included private sector pay, morale, excessive workloads and the number of people joining the Force through Police Constable Degree Apprenticeship (PCDA) in order to obtain a degree.

During discussion the following action was created:

1. A Force response to the PFEW Pay and Morale Survey would be provided to a future Strategic People Board, and the Specialist Support Hub would ensure it was included on the relevant agenda.

For action by: **Specialist Support Hub**
Action remitted to Strategic People Board and discharged.

03/23/25 Professional Standards Department Update
[FOIA Closed s.31 Law Enforcement]

03/23/26 Terms of Reference [FOIA Open]

Members received and noted the Draft Terms of Reference (ToRs) briefing. It had been agreed that subject to the following amendments, the Terms of Reference would be ratified at the next meeting.

- Where Staff Association and Trade Unions were mentioned collectively throughout the ToRs, to read: 'Staff Side' and remove Staff Association and Trade Unions
- **Primary Purpose d.** Delete the word 'all' to read:
d. Consulting on policy with Staff side through the Joint Partnership Group.
- **Memberships - Attendance by invitation if business area is relevant to an agenda item:**
To include: Head of People
Chief Medical Officer
- **Memberships - Other:** To be amended to read:
Police and Crime Commissioner (PCC) and Chief Executive
For action by: **Specialist Support Hub**

03/23/27 Any other Business [FOIA Open]

Members noted a formal update would be presented to the 30 August 2023 Board regarding the management and service reviews change activities.

For action by: **Specialist Support Hub**
Action discharged.

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 11.25am. The next Joint Negotiating and Joint Consultative Committee meeting will be held on Wednesday 30 August 2023, commencing at 9.30am via Microsoft Teams.



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