



Devon & Cornwall Police

Joint Negotiating and Joint Consultative Committee

Meeting held on Thursday, 9 November 2023

In the Executive Conference Room and via Teams, commenced at 9.34am

Attendance

Jim Colwell (A/Chief Constable) (Chair)
Ed Wright
(Chief of Staff)
Jo Arundale (Superintendent – Professional Standards) (virtual)
Jim Richardson (Head of People)
Rob Greening (Police Federation Conduct and Performance Lead Officer)
Kate Bendelow (Trades Union Strategic Representative)
Annette Sparks (Unison Assistant Branch Secretary)
Belinda Dunmall (Unison) (virtual)
Tracey Bolt (Specialist Support Coordinator)

Alexis Poole (Assistant Chief Officer People)
Sara Crane (Superintendents Association Chair) (virtual)
Carey Owen
(Head of HR Organisational Support)
Larry Lea (Staff Officer) (virtual)
Jim Purkiss
(Police Federation Branch Secretary)
Paul O'Dwyer
(Unison Branch Secretary)
Bill Stevens
(GMB)
Carrie Chapman (Specialist Support Coordinator)

Apologies

Fran Hughes
(OPCC Chief Executive)

Sandy Goscomb (Director of Finance & Resources)

05/23/38 Opening and Declaration of Interests [FOIA Open]

Jim Colwell opened the meeting, welcoming members and noting apologies. Members noted the items relating to Assaults against Officers and Staff and the provision of Wellbeing and UNISON's Request for Urgent Review of Trade Union Strategic Representative (TUSR) Role had been removed from the agenda for updates at a future meeting. The following declarations of interest were made:

Item	Member	Reason	Action
Minute reference 05/23/45	Paul O'Dwyer and Belinda Dunmall	In receipt of payment	Noted and members would not take part in decision

Members noted that the same declaration of interest should have been recorded against minute reference 04/23/36 at the 30 August 2023 meeting, however no decision was made at the time.



05/23/39 Minutes from the previous meeting 30 August 2023
[FOIA Closed s.22 Information Intended for Future Publication]

05/23/40 Action Log [FOIA Open unless exemptions specified below]

- a. Action 193 Assaults against Staff and the Provision of Wellbeing, and Health and Safety Update (previous minute reference 02/23/13c, 03/23/20d and 04/23/30a)**
Members noted that the action related to the fatigue campaign which had been progressed by the Chief Medical Officer for an update. Jim Richardson would ensure an update was provided to the 14 February 2024 meeting.
Action to remain open.
- b. Action 194 Assaults against Staff and the Provision of Wellbeing, and Health and Safety Update (previous minute reference 02/23/13c and 03/23/20e and 04/23/30b)**
Members noted that the action related to the fatigue campaign which had been progressed by the Chief Medical Officer for an update. Jim Richardson would ensure an update was provided to the 14 February 2024 meeting.
Action to remain open.
- c. Action 207 Minutes from the Previous Meeting 8 June 2023 (previous minute reference 04/23/29)**
Item discussed at minute reference 05/23/42.
Action closed.
- d. Action 208 Human Resources (HR) Briefing (previous minute reference 04/23/31)**
The team continued to monitor the completion each month, but there was a reliance on system alerts to individual managers and officers to progress the necessary actions. Any significant issues with completion would be shared with relevant parties for assistance.
Action closed.
- e. Action 209 Human Resources (HR) Briefing (previous minute reference 04/23/31)**
Alexis Poole had reminded all Chief Officers to record Professional Development Reviews (PDR)s on the system.
Action closed.
- f. Action 210 Human Resources (HR) Briefing (previous minute reference 04/23/31))**
Feedback had been received.
Action closed.



- g. Action 211 Misconduct Investigations into Police Staff Members related to Criminal Suspicions (previous minute reference 04/23/35) [FOIA Closed s.31]**
- h. Action 212 Misconduct Investigations into Police Staff Members related to Criminal Suspicions (previous minute reference 04/23/35) [FOIA Closed s.31]**
- i. Action 213 Disestablish of Trade Union Standby and Call Out Provision (previous minute reference 04/23/36)**
Discussion was held at minute reference 05/23/45.
Action closed.
- j. Action 214 Draft Terms of Reference (previous minute reference 04/23/37)**
Discussion was held at minute reference 05/23/46.
Action closed.

05/23/41 Human Resources (HR) Briefing
[FOIA Closed s.22 Information Intended for Future Publication]

05/23/42 Disability Confidence Leader Status
[FOIA Open unless exemptions specified below]

Carey Owen informed members that Devon and Cornwall Police already had achieved Disability Confidence Employer status and evidence gathering continued with Information Communication Technology (ICT) and Procurement ahead of submission for Disability Confidence Leader status. Dorset Police had indicated their intention to utilise an external organisation to verify evidence required for Leader status, as it was felt important to use an organisation whose business was in relation to disability to confirm the force possessed the required requisites. **[FOIA Closed s.43]**

05/23/43 Professional Standards Department Update
[FOIA Closed s.31 Law Enforcement]

05/23/44 Essential User Allowance [FOIA Open]

Jim Purkiss presented the Essential User Allowance paper, which had been presented to Joint Executive Board 22 November 2023 seeking an Essential User Allowance for dog handlers whilst transporting a police dog using their personal vehicle. Joint Executive Board had expressed support in negotiating a one-off payment, and legal work was ongoing to review the arrangements.



Jim Colwell would liaise with Director of Legal, Reputation and Risk to provide an update to Jim Richardson and progress the issue.

For action by: **Jim Colwell**

Jim Purkiss would provide feedback to all interested parties on behalf of the Committee that the issue was recognised, and every effort was being made to progress.

For action by: **Jim Purkiss**

Action discharged.

Jim Richardson would provide an update to Jim Colwell and Alexis Poole on 1 December 2023 on progress, with a conclusion expected prior to the next Joint Negotiating and Joint Consultative Committee 14 February 2024.

For action by: **Jim Richardson**

Members thanked Jim Purkiss for his update.

05/23/45 Post Incident Procedure (PIP) Standby/Call Out Payment
[FOIA Closed s.22 Information Intended for Future Publication]

05/23/46 Draft Terms of Reference
[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 11.49am. The next Joint Negotiating and Joint Consultative Committee meeting will be held on Wednesday, 14 February 2024, commencing at 9.30am in the Executive Conference Room.