



Devon & Cornwall Police

Joint Negotiating and Joint Consultative Committee

Meeting held on Wednesday 15 April 2026

In the Pinhoe Silver Meeting Room, Exeter Police Station via Teams, commenced at 9.30am

Attendance

James Vaughan (Chief Constable) (Chair)
Jim Richardson (Head of People)
Mark Atkins (Police Federation Conduct and Performance Liaison Officer)
Rob Greening (Police Federation Secretary)
Paul O'Dwyer
(Unison Branch Secretary)
Charles Jagger (GMB Branch Secretary)

Alexis Poole (Assistant Chief Officer People)
Katie Clements (Police Federation Chair)
Andy Palmer (Police Federation Equality Liaison Officer)
Caroline Coles (HR Corporate Support) (OPCC)
Kate Bendelow (GMB Branch President and Convenor)
Tracey Bolt (Specialist Support Coordinator)

Apologies

Fran Hughes
(Chief Executive, OPCC)
Emma Butler-Jones
(Superintendent's Association)
Zoe Parnell (Staff Officer)
John Wood
(Health and Safety Manager)

Alex Doughty (Superintendent Professional Standards Department)
Carey Owen (Head of HR Organisational Support)
Jo Sharp (Police Federation Deputy Secretary)
Belinda Dunmall (Unison Assistant Branch Secretary)

Guests

David Wilkin (Director of Finance and Resources)
(for minute reference 02/26/19)
Ilona Rosson (Chief Inspector, Professional Standards) (rep for Alex Doughty)
(for minute reference 02/26/17)

Jo Arundale (Superintendent's Association)
(rep for Emma Butler-Jones)
Natalie Booth
(Sergeant, COG Support)
(observer)

02/26/12 Opening and Declaration of Interests [FOIA Open]

James Vaughan opened the meeting, welcomed members and noted apologies. No declarations of interest, equality or Health and Safety issues were raised.

Paul O'Dwyer joined the meeting in person.

02/26/13 Minutes from the previous meeting 14 January 2026 [FOIA Open]

The minutes of the previous meeting held on Wednesday 14 January 2026 were agreed as a true and accurate record.

02/26/14 Action Log [FOIA Open unless exemptions specified below]

a. Action 244 HR Operations Briefing JNJCC Q3 2025-26 (previous minute reference 01/26/05)

Three sources of data fed into the Stay Interview data, which had identified a consistent theme for staff leaving the organisation: morale/engagement/satisfaction, significant work life balance and wellbeing and personal circumstances. The Stay Interview process had proved really positive in providing those members of staff who were thinking of leaving, the space to discuss their reasons why with a Stay Ambassador. An update would be brought to the 15 July 2026 JNJCC meeting.

Action to remain open.

b. Action 245 Review of Meal Allowances (previous minute reference 01/26/09)

Activity continued with the Director of Finance and Resources, and an update and proposal would be brought back to the 14 July 2026 Joint Executive Board.

Action remitted to the Joint Executive Board.

02/26/15 Critical Matters – Catering Update [FOIA Open unless exemptions specified below]

The following section has been redacted under the Freedom of Information Act 2000, s.43.

Discussions were underway to resolve the medium and long term catering provisions. Work had commenced to scope the current canteen facilities to ascertain what changes would be required, so that residential students could cater for themselves. **The following section has been redacted under the Freedom of Information Act 2000, s.22.**

It was noted the canteen space would be repurposed and be remodelled into a space where staff could hold meetings or take time away from their desks. It was recognised the Winfrith premises had a good catering provision, with vending machines and free tea and coffee available for visitors. This approach would be taken into consideration when the various catering options within Devon and Cornwall Police (DCP) were reviewed.

Jim Richardson joined the meeting virtually.

02/26/16 HR Operations Briefing JNJCC Q4 2025-26 [FOIA Open unless exemption specified below]

Jim Richardson presented the HR Operations Briefing for Quarter Four (Q4) 2025-26 report, which provided an update on core activity within HR Operations and focussed on Pay and Reward. The following key points were noted:

- **The following section has been redacted under the Freedom of Information Act 2000, s.22.**
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- Direct engagement was taking place between the Human Resources (HR) Corporate Support Team and the external legal firm that had been commissioned to manage ET cases. Discussions had commenced with the Director of Legal, Reputation and Risk to set up a Star Chambers process.
- The introduction of the Employment Rights Act 2025 came into effect on the 6 April 2026. The first phase of changes had taken place in Force, with further changes due to be implemented in October 2026.
- **The following section has been redacted under the Freedom of Information Act 2000, s.22.**

The primary focus for Q4 was on Pay and Reward, the following key points were noted:

- The 2026 Gender Pay Gap report indicated the means gap for both Police Officers and staff had increased, whilst the ethnicity pay reported no change. A full update would be provided to the Strategic People Board, on a date to be arranged, as part of force governance.
- **The following section has been redacted under the Freedom of Information Act 2000, s.22.**
- The Police Community Support Officer (PCSO) role had been reviewed, as a result of the inclusion of the Level Four Diploma with Skills for Justice Award, licensed by the College of Policing (CoP). Following consultation between the Grading and Pay Panel, Learning and Development (L&D) and the Trade Unions (TU), it was accepted the content would not significantly change the grade of the PCSO role.
- The Accelerated Increments and Honoraria payments remained stable, whereas the Bonus Payments had seen a significant increase during March 2026 as a result of the Student Officer (Resilience) Tutor payments.

- It was noted the Market Supplement process was robust and continually monitored to ensure there was no impact with the integrity of the JE process.
- A new Professional Development Review (PDR) process had been implemented, and the completion rates for the 2024/25 period was DCP 77.5% and for Dorset Police (DP) 81%.
- The completion of the 2025/26 PDR's had commenced, and the introduction of 'MyCheck-ins' had taken place, where staff could regularly update their PDR on the Unit4 system to record any information in regard to continuous professional development (CPD), supporting evidence, or any qualifications achieved through the year.

Ilona Rosson joined the meeting in person.

The following section has been redacted under the Freedom of Information Act 2000, s.38.

Members thanked Jim Richardson for the update.

02/26/17 Professional Standards Update [FOIA Open unless exemptions specified below]

Ilona Rosson shared the Professional Standards update presentation (available from the Specialist Support Hub), which provided an update of recent activity. The following key points were noted:

- **The following section has been redacted under the Freedom of Information Act 2000, s.22.**
- There had been a significant increase of Assessment to Determination cases in January 2026 as a result of Op Mossbloom.
- January 2026 saw an increase of staff into the Professional Standards Department (PSD), which had provided a good level of resilience within the Team.
- Compared to the national data, DCP's data in relation to case outcomes and misconduct processes were comparable.
- **The following section has been redacted under the Freedom of Information Act 2000, s.22.**
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- Op Hesker had seen a significant number of Officers under investigation by the Independent Office for Police Conduct (IOPC).

The following section has been redacted under the Freedom of Information Act 2000, s.31.

The Committee thanked Ilona Rosson for her update.

Ilona Rosson left the meeting.

02/26/18 Critical Matters – Op Resolve Update [FOIA Open unless exemptions specified below]

James Vaughan provided a verbal update on Op Resolve, and the following key points were noted:

- A recent report from His Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS), indicated steady progress in regard to boosting resource numbers on the front line, although it was recognised there was a requirement to make further changes, which included increasing the speed of the changes.
- **The following section has been redacted under the Freedom of Information Act 2000, s.22.**
- 148 staff had been moved back to the front line, although it was recognised there had been a 70 to 80 staff attrition rate.
- A briefing would be provided to the Business Board Discussion Group on the 16 April 2026, outlining the requirements for change.
- The HMICFRS had been advised that all changes for Op Resolve would be in place by October 2026, in readiness for the Area For Improvement (AFI) to be discharged.

David Wilkin joined the meeting virtually.

Members were informed that the number of secondments had to be restricted to maintain resilience on the frontline, although there were national pieces of work that required completion therefore specific staff could be released.

02/26/19 Priority Based Budgeting Update [FOIA Open]

David Wilkin delivered a presentation on Priority Based Budgeting (PBB) (available from the Specialist Support Hub); the following key points were noted:

- DCP was undertaking the second phase of the PBB process, following the same methodology used for the Alliance PBB process in 2025.
- 12 workbooks were included in the process, which provided detailed information about each particular business area, this also included the police staff structure. It was noted Performance and Analysis (P&A) had not been included in the Forces second PBB phase, and the Department would be reviewed in Autumn 2026 along with any other business functions not already covered.
- Three panels would be held over a 20 week period;



- Panel One – Agree and understand the baseline
- Panel Two – Demand and Productivity (same service, lower cost)
- Panel Three – Service level options
- The Panel would review any identified opportunities to work across the 12 business functions and would additionally review the end to end processes for each area to identify where any potential cost savings could be made.
- The second Panel would convene on 14 and 15 May 2026, to identify any proposals that could be implemented quickly, those changes that would take six to 12 months to deliver and those that would require technological investment.
- An update from Panel Two would be fed into the 16 June 2026 Deputy Chief Constables (DCC) Governance Board.
- It was recognised that the second phase of PBB needed to identify savings of £5 million. If these savings were not identified in Panel Two, Panel Three would need to reduce costings through other means.
- Members were informed that all changes identified through the PBB process would be discussed, and all proposals would be escalated to the Force Executive Board for decision.

David Wilkin was thanked for his update, and he left the meeting.

02/26/20 Trade Union Facilities Agreement [FOIA Open]

Paul O'Dwyer raised a keenness to formally sign the Trade Union Facilities Agreement document.

It was acknowledged that Paul O'Dwyer would arrange a meeting with required members to formally sign the Trade Union Facilities Agreement document.

For action by: Paul O'Dwyer

02/26/21 Long Service Medals for Police Staff [FOIA Open]

Alexis Poole confirmed the Home Office (HO) had approved the issuing of long service medals to police staff. Discussions were taking place with the HO to ascertain how the medals would be delivered and when.

It was acknowledged that the situation would be monitored and Trade Unions would be kept up to date.

02/26/22 Police Reform Update [FOIA Open unless exemptions specified below]



James Vaughan provided a verbal update on a meeting held with Lord Bernard Hogan-Howe and four of the Regional Chief Constables in regard to the Police Reform proposals.

The following section has been redacted under the Freedom of Information Act 2000, s.35.

It was recognised that any governmental changes needed to be in the best interests of the public the Police serve.

02/26/23 Summary of Actions [FOIA Open]

Tracey Bolt provided members with a summary of the actions created during the meeting.

It was recognised that this was Rob Greening's last JNJCC meeting, and members thanked him for the work he had performed as Police Federation Secretary and the collaborative relationship that had been built up between the JNJCC and the Police Federation.

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 11.33am. The next Joint Negotiating and Joint Consultative Committee meeting would be held on Wednesday 15 July 2026, commencing at 9.30am in the Executive Conference Room.