

Meeting: SEPTEMBER NEC

Date: 27th September 2018

Venue: MoD Main 4.29

Present	Eamon KEATING	(EK)	National Chairman
	John COLVAN	(JC)	National Vice Chairman
	Mitchel BATT	(MB)	General Secretary
	Noel COLLINS	(NC)	Southern Area
	Keith HARVEY	(KH)	Southern Area
	Claire BATT	(CB)	Welfare Officer
	Desmond KENNEDY	(DK)	SSG
	Dave PAWLEY	(DP)	SSG
	Terry TUPLIN	(TT)	Southern Area Secretary
	Karen MCKEOWN	(KM)	Northern Area Secretary
Apologies	Paul DENNETT	(PD)	Northern Area
	Richard HARMON	(RH)	Northern Area

Minutes of March NEC	Minutes accepted P:TT S: KH - Carried			
Review of Actions	<p>Action 9. Sept 17 Mins – EK has spoken to PSD about the management of investigations in the future. Misconduct process discussed. - Complete</p> <p>Action 1. March 17 Mins – EK to liaise with CB to arrange training for reps on Stage 1-3 Hearings, REGS/processes/support the federation can offer to reps and members. - Ongoing</p> <p>Action 1. March 18 Mins – KM has been informed that there are too many factors to consider to collate the data on hearing standards and natural deterioration with age. The federation will approach an outside body to examine hearing/age/gender/deterioration.</p> <p>Action 2. March 18 Mins – Ongoing</p> <p>Action 3. March 18 Mins – Discussion ref overtime, gathering data. Definition of a critical role/law/classification/shift patterns/H&S. To ask the force for data on GSOR taskings and examine the accuracy of figures being reported on taskings. Strategic SHEP meetings discussed. To approach PFEW and obtain framework document as a starting point. - Ongoing</p> <p>Action 4. March 18 Mins – Raised at JCC, this is being dealt with - Remove</p>			

<p>Health & Safety Portfolio Report</p>	<p>Due to a promotion at work RH will be standing down from the NEC / MR was 2nd in the election at annual conference and will take the position on for the remainder of the time in the northern area role.</p> <p>NC has not attended any H&S meetings with the force since the last NEC meeting. EK asked for guidance and ToRs on H&S to be published. NC briefed the NEC on the PFEW Joint Executive H&S meeting he attended and issues relevant to MDP. H&S training for reps discussed.</p> <p>P: NC S: TT - Carried</p>	<p>ACTION 1</p>	<p>Secs / NC</p>	
<p>Marine Portfolio Report</p>	<p>DP believes governance is an important element of marine policing which could be improved. H&S implications discussed. Possible dangers and standards are being highlighted to the force by the federation. NPCC manual of marine policy discussed.</p> <p>P: JC S: DK – Carried</p>			
<p>CASOC Portfolio Report</p>	<p>EK will present a proposed rule change to CASOC ref a Fed Friend Consultant.</p> <p>P: KH S: TT – Carried</p>			
<p>Southern Area Portfolio Report</p>	<p>Federation to run a Fed Friend course ASAP. Discussion ref complement numbers. MB to submit a letter to HQ on complement figures. PIR Review discussed ToRs received and to be examined.</p> <p>P: TT S: KH – Carried</p>	<p>ACTION 2</p>	<p>MB</p>	
<p>Northern Area Portfolio Report</p>	<p>DP will attend a PSNI meeting in Oct ref HMS Queen Elizabeth. KH thanked KM for the assistance received during TT's leave.</p> <p>P: KM S: DK – Carried</p>			

<p>SSG Portfolio Report (North)</p>	<p>Update on Blue Shifts - PRG's discussed, raising grievances around this matter, lodging and seeking legal advice.</p> <p>P: DK S: DP – Carried</p>			
<p>SSG Portfolio Report (South)</p>	<p>EK updated NEC on post rotation policy. Federation position and force position discussed. Public Order standards discussed. MB to approach Luke Halls to discuss further.</p> <p>P: DP S: KM – Carried</p>	ACTION 3	MB	
<p>Pensions Portfolio Report</p>	<p>DK raised a question on EPA and back dating claims if the ongoing legal case is won. Legislation could be changed if the claim is successful.</p> <p>P: PH S: TT – Carried</p>			
<p>Welfare Portfolio Report</p>	<p>Discussion ref discipline process. CoG position on Stage 1-3 discussed. CB has an upcoming meeting with PFEW chair to discuss the current framework. MDP / DPF profile, Blue Light framework and MDP / DPF welfare influence discussed.</p> <p>Drop off rate of females and older officers discussed ref fitness testing standards. PFOA / MDP funding discussed.</p> <p>EK updated the NEC on the Police Committees Diversity Report, including recruitment / retention / promotion for diversity in the MDP. The Police Committee have requested a more concise report. EK / MB to write to CC to ask about sitting on the MoD Diversity Board.</p> <p>P: CB S: KH – Carried</p>	ACTION 4	EK / MB	
<p>Finance Report</p>	<p>P: MB S: TT – Carried</p>			
<p>Gen Sec Report</p>	<p>MB provided an update on overtime (Op Hodder). MOA update to NEC – the force has sought legal advice and the federation await the forces return on this matter (look to examine the arbitration element). Standard of Requirement discussed – MoD will look at re-wording and return</p>			

<p>National Chairman Report</p>	<p>to the federation.</p> <p>As the federations accounts were not ready when conference took place (due to a taxation query that was in the process of being resolved) the accounts will be presented at next years conference. The taxation issue which caused a delay in processing the accounts for year-end was fully broken down and explained to the NEC. It was agreed that in future the NEC would be copied into correspondence relating to any account queries allowing NEC members to remain fully informed and up to date.</p> <p>NEC voted yes to present the accounts for 2017 and 2018 at next years conference.</p> <p>P: MB S: TT – Carried</p> <p>Update to NEC on the legal portfolio. Legal funding discussed including risks, insurance and premiums. DPF HQ will monitor legal costs carefully and check on trends over the next few years for costings. LIM / Columbus / Thompsons / Philip Williams / KM Law / Blackfords costings discussed.</p> <p>Rule 3D vote to suspend until conference 2019 when the NEC will present the rule change to conference. A circular will be issued to keep members informed. P: EK S: TT – Carried</p> <p>EK wishes to collate WoE / Body Armour PI claims and breakdown injuries to find trends, the federation can then highlight any issues to the force. CB and secs continue to monitor this closely. Fortnightly H&S telephone conference to be set up and federation to link in with force leads on H&S more regularly.</p> <p>EK briefed NEC on medals for retired officers. Fed Friends discussed and potentially drawing up ToRs on a proposed honoraria payment for consultants.</p> <p>Shift Patterns discussed. Judicial Review process discussed. TACOS agreement discussed.</p> <p>My Survey and the benefits of highlighting issues to CoG discussed. DPF survey / shift pattern feedback / member representation and managerial positions discussed.</p>			
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	<p>NEC briefed on the forces aspirations on fitness as discussed at the recent SLC.</p> <p>State of Requirement discussed ref the departments desire to hold the CC accountable. Threat levels, Firearms and meeting national standards discussed. Broader Banding in the Civil Service and transferring between Home Office forces - assurance needed ref legacy officers / compensation / Broader Banding. 7.6 fitness level / parity and seeking protection and assurance for 5.7 contracted officers as well as representing 7.6 officers discussed.</p> <p>EK to write to Richard Clancy ref parity package.</p> <p>Negotiation process discussed. Colour Blind testing discussed. Funding for Fort Blockhouse discussed.</p> <p>P: EK S: KM – Carried</p> <p>EK left the room</p> <p>NVC then chaired the meeting.</p>	ACTION 5	EK	
<p>MASS Committee</p> <p>AOB</p>	<p>MASS Committee discussed, including potential disbandment, case by case basis / award criteria / relevance of objectives / benefits / CC funding / PFOA / PMAS. It was decided by the NEC that the committee will remain with a potential revision to the rules. CB to approach PFOA to ask for their constitution on their committee which the federation will look at and possibly adapt.</p> <p>Member Grant ratified by the NEC.</p> <p>The benefits of video conferencing discussed for Scottish based officers and the possibility of changing locations for future NEC meetings.</p> <p>KH asked if there is an update on the Armed Policing Review - MB will approach PFEW ref this.</p>	ACTION 6	MB	
<p>Date of next meeting</p>	<p>13th Dec 2018</p>			