

Meeting: March NEC
Date: 28th March 2018
Venue: MoD Main 4.4.19

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

Minutes of Dec NEC	Previous minutes (Dec 2018) were approved. P: KH S: PD Action 4. Sept 17 Mins – Remove action Action 9. Sept 17 Mins – Ongoing Action 1. March 17 Mins – Ongoing			
Review of Action	Action 2/3/4 March 17 Mins – The Federation will move forward when possible – Remove actions Action 6. March 17 Mins – Upcoming meeting with Sharon Trevillion ref medicals discussed. NEC to return with comments and points to be raised at the meeting. EK briefed NEC on OH discussions at the recent Pol. Committee Mtg. Medical standards/natural aging discussed by the NEC. KM will approach Patricia Obende and gather data on normal hearing standards and natural deterioration with age. Mandatory eyesight and hearing tests discussed in detail, including Firearms risks and the potential impact on hearing. Action 7. March 17 Mins – MB attended the recent HFI mtg and briefed the NEC on the discussions from the mtg. Issues around body armour discussed. Questionnaire on equipment coming out soon to review if equipment is functioning within the Force. Once issues have been identified, the Force will look to make the necessary improvements. An audit of equipment has already taken place. NC stated that problems with equipment are a potential H&S risk. EK asked	ACTION 1	KM	

<p>if clear evidence could be provided highlighting the impacts of faulty equipment. The Federation should look at creating a risk register and a clear process in identifying these risks to the Force. The Federation to examine how requested improvements would be followed up with the Force. Clothing portfolio & H&S portfolio discussed – process of identifying risks, evidencing the risk, notification to the Force, reporting to HSE. NC stated that there is a current process we could possibly adopt.</p> <p>EK/Secs/PD/NC (clothing & H&S portfolio) to have a meeting/conference call ref equipment /training/gathering evidence.</p> <p>Action 6. Dec 16 Mins – Ongoing - Remove Action 9. Dec 16 Mins – Remove Action 10. Dec 16 Mins – Regular briefing note coming out – MB working on this. Remove</p> <p>Discussion with NEC on future funding model – briefed on the history of cost and funding model (pay levels/facility time/funding for secs/future incumbents).</p> <p>Discussion around the Federation’s income and managing the Federation’s budget.</p> <p>NEC briefed on other police federation and union funding.</p> <p>EK highlighted that the Federation’s investments are doing well. Discussed Force funding / Pay / UHA.</p> <p>EK discussed the Federation potentially being self –sustaining in the future and paying for staff salaries.</p> <p>NEC to consider the future structure of the Federation.</p> <p>The Federation need to be clear with members about the Force removing funding and future requirements.</p> <p>Discussion regarding the area secretary roles, MOU discussed in detail (legal rights ref funding and right to exist, funding for unions). The possibility of an independent review or an examination of workloads discussed. EK stated that it was vital to consider what members want and expect</p>	<p>ACTION 2</p>	<p>EK/ Secs PD/NC</p>	
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<p>Portfolio Reports</p>	<p>from the Federation - representation (advice/legal assistance) and welfare support.</p> <p>EK stated that the Federation should have a contingency plan prepared for future positions</p> <p>Legal recourse discussed. NEC discussed the following: If MoD pull funding does the Federation fund the cost of roles.</p> <p>EK proposed the following: Should funding for any position be removed the Federation would fund the position/s for 12 months. All voting NEC members voted 'Yes' – Carried.</p> <p>Closed discussion on individual costs / structure. Limited presence at discussion of voting members only. All non-voting members left the room for this section of the meeting.</p> <p>Remuneration for MB position discussed. Pay enhancements linked to rank / honoraria / tax elements discussed.</p> <p>Management of secs and job roles discussed. The benefits the Force gets from the Federation (for example the welfare element of the secs roles and getting officers back to work).</p> <p>Sustainability of future funding of all roles discussed including potential enhancements.</p> <p>Current positions discussed.</p> <p>A fixed payment was agreed until a full review into the honoraria process takes place. An extraordinary NEC mtg will be arranged to organise the review (voting members only).</p> <p>Vote on backdating GS pay enhancement took place – Carried.</p> <p>Firearms – EK provided an update on CoP licence requirements. NEC discussion ref. CFI instructors / command structure / additional firearms instructor numbers. P: MR S: TT</p> <p>Health and Safety – Staffing shortages and the impacts on staff discussed by the NEC. Complement levels and reset discussed, including recruits / leavers and staff morale. Response plans discussed and related H&S issues. EK asked if NC could monitor staffing levels and write up a report detailing health and safety implications at AWE. NC advised that H&S courses are</p>	<p>ACTION 3</p>	<p>NC</p>	
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<p>available for Branch Reps through PFEW. P: NC S: KM</p> <p>Marine Policing – H&S impacts discussed. Little interaction with Home Office marine policing contacts and currently a lack of accountability within the MDP. Limited Federation interaction with the Boat Users Group discussed – EK to raise issues around Marine governance at the next JCC.</p> <p>Marine medicals discussed (issues around the newly implemented standards). P: JC S: MR</p> <p>CASOC – KM thanked MR for stepping into the Northern Area NEC role and will work on finding a replacement for the election at conference. EK thanked CASOC for their recent work on DPF rules. P: KH S: TT</p> <p>Northern Area – 7 officers have asked for legal advice on the current pay freeze issues. EK advised the NEC on the findings of the recent test case. EK briefed the NEC on the new recruits pay scales (Scotland). A group of officers have submitted a grievance to Justin Oliver and will be appealing Justin Oliver’s decision, which will go to the DCC. The Federation’s solicitors will look over the members submissions to clarify all the relevant information has been included. P: KH S: DK</p> <p>Southern Area – TT may lose his current office on site, EK has asked TT to keep him informed on this.</p> <p>Naval review consultation will be issued next week as advised by Group Captain Bailey. Derby complement discussed. Marchwood redeployment discussed. TT informed NEC about the upcoming PTC amnesty. Flint House constitution discussed. P: TT S: KH</p> <p>SSG North – DK informed NEC of post rotation policy discussions with head of HR. Justin Oliver will write to the Federation about the post rotation process. Temporary Transfer Terms discussed.</p> <p>Career development posts discussed. Career pathways and recent correspondence sent out by the Force discussed. Supt meeting taking place 04th April, DK will attend. DK confirmed that the Force is looking at retirement courses. P: DK S: KM</p> <p>SSG South – Post rotation being linked to transfer packages discussed. Civil Service Pension Scheme discussed. Options for injured officers, the PI claims process and welfare assistance discussed (nil pay/ half pay options). Gap in policy considered, including delays in the process.</p>	<p>ACTION 4</p>	<p>EK</p>	
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<p>Gen Sec Update</p>	<p>Injury Benefit Scheme discussed. KM to speak to CB ref member injured at Portsmouth as TT is due to go on leave. Update provided by DP on support from Holly Lynch MP and her recent visit to Portsmouth. P: DP S: PD</p> <p>A meeting has been set with Close Brothers to review Federation investments. Finance Report discussed. Income query raised by DP, MB will consult TJ and return to DP via email. Conference location for next year considered. Views on potential Federation awards exchanged.</p> <p>Police pay rise update from MB, awaiting Home Office circular; have written to the Department to state grievances. Will consider the strategy around raising this issue in parliament. EPA budget discussed.</p> <p>Newsletter and use of social media discussed. Strategy and the most effective approach in highlighting issues within the Force considered by the committee. MOA and pay parity will be raised at the next JCC.</p> <p>MB briefed NEC on the recent Sgt – Insp appeals panel which he attended. Promotions SOP is currently being written, MB has informed head of HR that this must be consulted on. P: MB S: KH</p>			
<p>National Chairman Update</p>	<p>EK briefed NEC on on-going matters with Columbus ref contract renewal. Website copyright matters raised, a checklist for the publishing process has been implemented and legal advice provided. NEC briefed on Peer Review and issues around fitness testing. TACOS agreement and 5.7 fitness test level discussed. EPA Pension Ombudsman submission is ongoing, with delays due to the legal procedure. Classic/Alpha Pension Scheme and ill health packages discussed.</p> <p>The Federation response on shift patterns has gone to Paul McLaughlin for review. The Federation are exploring all legal options if concerns on shift patterns are ignored and consultation process is not followed properly. Survey figures / shift patterns / rest days / rostering process / reasonable adjustments / central rosters system / chronicle discussed.</p>			

NEC Meeting Minutes

	<p>NEC updated on the appointment process for the CC role. Federation relationship with T/CC / DCC and ACC's discussed. Letter to SoS discussed and current Federation strategy. Last line of defence theme considered for conference. Upcoming blogs discussed; officer's range of responsibilities while issues regarding pay and pensions remain. MDP budget / costings for the roster cell / Modernising Defence Programme review / relationship between MDP & MoD / MDP structure / temporary promotions and MDP line management discussed.</p> <p>Vlogs to be produced for conference highlighting officers opinions on fitness / pay.</p> <p>DK raised issues on recruitment retention and issues around hearing. The Federation are currently in discussions with the Force on matters around hearing. Vetting / UPP / PI hearing claims discussed.</p> <p>There are no motions so far for conference this year. The Federation is awaiting DCC's return ref appointing a Federation Friend mentor. EK confirmed future funding, after TT asked for clarification. An extraordinary NEC mtg will examine the honoraria process for the future. No awards this year at conference. P: EK S: TT</p>			
AOB	<p>DP stated that his FT requirement is 8hrs per day not 12hrs DP KH JC held a conference call ref a MASS committee rules revision to safe guard the Federation in the future. NEC comments on the suggested amendments have been requested by 23 April. Decision making process / governance and figures discussed. Recent 1k pay out ratified by NEC – Carried.</p>			
Date of next meeting	<p>12th June 2018 Time TBC</p>			