

Meeting: MARCH NEC
Date: 20th March 2019
Venue: China Works

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

Mins of Dec NEC	Minutes accepted P: KH S: DK - Carried			
Review of Actions	Action 2. March 18 Mins – Ongoing Action 3. March 18 Mins – Discussion on the best way forward to gather data and appropriate management of data to highlight any possible health and safety risks. EK discussed the evidence required from stations - Ongoing Action 3. Sept 18 Mins – Contact to be made with Luke Halls – To do.			
SSG Portfolio Report (South)	All written portfolio reports accepted as read P: TT S: KH DP provided a verbal update to the NEC on the following matters: Ongoing issues around marine policing training / locations of accredited training centres / historical breakdown of accreditation process / Force training analysis report to be completed soon / training for instructors.			

<p>Finance Report</p>	<p>MB informed the NEC that Fed Friends may be provided with mobile phones and DPF email addresses for their work with members, assisting in record keeping and archiving of info.</p>			
<p>Gen Sec Report</p>	<p>The NEC considered the possibly of discussing Euro Cop membership at the DPF annual conference later this year. As Brexit continues to move forward the Gen Sec is monitoring the possible benefits of joining Euro Cop.</p> <p>An update was provided to the NEC on the Federation’s recent attendance at the UK Police Remuneration Forum. Benefits of working closely with other police federations discussed.</p> <p>Closure of Fort Blockhouse discussed including the effect on other stations.</p> <p>P: TT S: PD</p>			
<p>National Chairman Report</p>	<p>Accredited friends and honoraria discussed. Proposed rule amendment discussed, to open up the honoraria process to possibly include volunteers. NEC discussed the issues around payments and the training provided to Federation Friends. Further discussion around workload / volunteer contracts / options around payments / tax implications / terms / support. The NEC will continue to dissect and debate these matters further over email in the coming months.</p> <p>EK briefed the NEC on the current matters around the Statement of Requirement (SoR). Firearms license and College of Policing (CoP) fitness standards discussed. EK / MB have a meeting set with MoD to discuss the Federations concerns and position in greater detail.</p> <p>DPF accountability discussed. The Federation continue to be constantly challenged by the Force. EK / MB have sought legal advice around this. The Federation will continue to hold the CC to account and represent the membership accordingly, pursuing this by following legal advice. The Federation continues to avoid confrontation and diligently seeks to find the best way to deliver what the members want. The Federation always requests broad legal advice which examines all avenues and options in representing the membership.</p> <p>The pensions claim continues to be monitored closely by the Federation. EK briefed the NEC on</p>			

	<p>the current position with the firefighters / Judiciary pensions claim and Court of Appeal judgement. Possible outcomes / back dating discussed. Alpha pension scheme discussed. IHR process and enhancements discussed.</p> <p>NEC briefed on Oakhanger potential shift pattern changes.</p> <p>EK briefed the NEC on current legal cases and projected costs. Case numbers and costs discussed further. The NEC are content to continue with the current funding structure.</p> <p>NEC briefed on the recent correspondence received from the Force on fitness levels and the meeting which followed shortly afterwards. The Federation are yet to receive the second element of the paper on fitness which will include mitigations. The Chief Constable (CC) believes he has the authority to bring in a 7.6 fitness level. The Federation must approach this matter pragmatically. 31 March 2021 is currently the date for implementation of the 7.6 fitness level. CC wishes to begin a without consequence testing period now. CC has stated that 01st April 2021 would be the start date for consequential testing and anyone below a 7.6 fitness level would be disarmed.</p> <p>The Federation need to examine the mitigations and the guidance and support for officers who are currently on a 5.7 fitness level. Broader Banding Reviews / Pay Scales and the criteria for meeting the required standards discussed and will be examined further by the Federation. The Federation will work towards ensuring a well managed and well staffed resettlement program is implemented to support members with any potential changes in fitness testing levels. Targeted VERs package discussed.</p> <p>The Federation are not opposed to a 7.6 fitness level but need the Department / Force to deliver on additional elements that the membership have asked for such as EPA / pension age of 60 / parity. EK believes that a pension age of 60 could be the most deliverable and desirable element.</p> <p>Loughborough University report into fitness standards discussed. The Federation believe it would be beneficial to meet with CoP to verify and seek their position on fitness levels. Customer needs and position discussed by the NEC. Further discussion around the figures for firearms officers under a 7.6 fitness level working nationally. The Federation would like to highlight to the department the costs of meeting CoP standards. Medicals / OH Assist / HOCs / MDP budget discussed.</p>			
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	<p>Spending needed on creating a fitness culture within the Force discussed. Rather than arguing against the 7.6 fitness level, the Federation can discuss and examine this with CoP while pursuing the need for a proper pension age, investment in fitness (gym / exercise time) and well managed re-settlement programmes. The NEC agreed that a move from 5.7 to 7.6 goes past personal responsibility for officers and requires investment and training.</p> <p>The Federation will not accept empty promises made by the Force. A robust approach must be maintained to ensure requirements are delivered by the Force before a fitness level of 7.6 is implemented. Parity Package / EPA / Exit Routes / IHR / Pension Age / EEPA / UHA discussed.</p> <p>The NEC agreed that everything the members want should be requested formally but discussed the Federation would be willing to accept as a bottom line and the priority of the memberships needs. A broad starting position was discussed, as well as plans to approach the membership to confirm their priorities via an online ballot. EK briefed the NEC on feedback from recent station visits, highlighting that issues raised by members were rarely local issues but predominantly strategic level concerns related to CoG and all ranks feeling undervalued.</p> <p>A strategic approach for negotiations were discussed including how best to protect the officers who will be affected. Potential resettlement programmes / courses / training / bespoke fitness advice and access to facilities discussed in detail. The Federation will examine what options are open to Civil Servants when they are unable to meet work standards. Equality Impact discussed.</p> <p>In-depth discussion around officers who will have concerns around a 7.6 fitness level and what the membership would expect and need in return. It was agreed that the diversity of the NEC reflects the varying opinions within the Force. Once the full fitness paper is received, the Federation will go to the membership, possibly via a ballot. Legal options and judicial review process discussed.</p> <p>An update will go out to members shortly informing them that initial conversation / discussion on the Force moving to 7.6 has commenced and reassuring members that they will be consulted and represented. The tone of communication with the membership was discussed including the importance of communication with members.</p>			
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<p>AOB</p>	<p>Recruitment levels discussed. Current ratio of fitness levels in the Force discussed. CC Blogs and the Federations social media discussed.</p> <p>Once the complete Fitness paper has been received from the Force, it will be passed to Professor Mike Tipton (Department of Sport & Exercise Science at the University of Portsmouth) to confirm that the paper has a scientific basis for the suggestions in the proposal. Weight of Body Equipment discussed.</p> <p>Discussion around the IVERS business case. A cost evaluation exercise and cost benefit examination were discussed. IVERS is a targeted release scheme, for which an individual would have to qualify. This is one of many options the Federation would want to see included, should the Force move to 7.6 in the future, in order to allow those unable to do so to be released. The Federation are not objecting with what the CC wishes to implement for fitness levels but oppose the proposed route and current timescale.</p> <p>CC's various attempts to marginalise the Federation were discussed. Complement numbers discussed (figures provided to the Police Committee compared to numbers on station). Overtime / Op Hodder / specialist groups / welfare / Bluelight framework / senior management / Welford CD discussed. A culture change is needed to support station PTR's and training. Responsibilities of the Police Committee discussed and how they are able to manage the Force.</p> <p>Leadership skills discussed including the lack of emotional connection in the MDP. Evolving business models and MoD / Force relations discussed. Promotion process discussed (scoring / lack of framework / grievances / obtain the MoD audit for CB)</p> <p>3 months notice has been served on Whitehouse Consultants. Martis Media will provide PR support moving forward. Daily updates will be sent to the NEC from Martis Media. If there is content that needs following up on please inform DPF HQ.</p> <p>Conference will focus on promoting the positives of what the Federation does as an organisation. Testimonies and films will be gathered leading up to conference, possibly including family members of officers who have received welfare support, a film on PFOA support provided and MP's on pensions.</p>			
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	<p>The benefits of holding an excellence awards next year at conference was discussed, potentially with MP's giving out awards and possibly Fed Friends being invited to attend.</p> <p>NC briefed the NEC on a recent legal case covered by the Federation. A conversation was had regarding legal cover for certain types of cases. The NEC discussed possibly presenting this dilemma at conference to assist in coming to a decision.</p> <p>DPF legal process outlined to the NEC regarding the continuation of misconduct legal cover once officers leave the Federation (retirees / dismissed officers who may have been wrongly dismissed). Discussion around possibly continuing to represent / cover past members who resign.</p> <p>Public interest moves / promotion process / post rotation discussed, it was agreed that the federation will seek clarity on this. CB has approached ACC regarding welfare support for Chief Inspector ranks. Chief/Supt allowance discussed. Shift patterns discussed.</p> <p>EK MB thanked TT / John Braund / MR for running the recent Federation Friends Course.</p>			
Date of next meeting	25 th June 2019			