

# JOINT CENTRAL CONFERENCE AGENDA

WEDNESDAY 21<sup>st</sup> MAY 2014  
Commencing 3pm

WINDSOR HALL  
BOURNEMOUTH INTERNATIONAL CENTRE

ANNUAL GENERAL MEETING

Election of the Reserve Seat member of the CAC and three reserves to the Reserve Seat

## TRUST AND PUBLIC ACCOUNTABILITY

### 1. ADOPTION OF A REVISED CORE PURPOSE

JCC

(Recommendation 1 of Independent Review)

“That this conference agrees that in fulfilling its statutory responsibilities for the welfare and efficiency of its members the Federation at all levels will:

- ensure that its members are fully informed and that there is the highest degree of transparency in decision-making and use of resources;
- maintain exemplary standards of conduct, integrity and professionalism;
- act in the public interest, seeking to build public confidence in the police service and accepting public accountability for its use of public money;
- work together within the Federation and in partnership with others in the policing world to achieve its goals.”

#### ***Amendment - JCC***

3<sup>rd</sup> bullet point to be amended to:

‘act in the interests of the members and the public, seeking to build public confidence in the police service and accepting public accountability for its use of public money’

#### **The motion as amended then reads:**

“That this Conference agrees that in fulfilling its statutory responsibilities for the welfare and efficiency of its members the Federation at all levels will:

- ensure that its members are fully informed and that there is the highest degree of transparency in decision-making and use of resources;
- maintain exemplary standards of conduct, integrity and professionalism;
- act in the interests of the members and the public, seeking to build public confidence in the police service and accepting public accountability for its use of public money;
- work together within the Federation and in partnership with others in the policing world to achieve its goals.”

## **2. INDEPENDENT REFERENCE GROUP**

**JCC**

(Recommendation 2 of Independent Review)

“That this Conference agrees that a new independent reference group should be established to assist the Federation in ensuring accountability to the public interest and monitor progress on such issues as equality and implementation of the Independent Review recommendations.”

### ***Amendment - JCC***

1<sup>st</sup> line to include ‘voluntary’ to now read ‘a new voluntary independent reference group.....’

### **The motion as amended then reads:**

“That this Conference agrees that a new voluntary independent reference group should be established to assist the Federation in ensuring accountability to the public interest and monitor progress on such issues as equality and implementation of the Independent Review recommendations.”

## **3. ANNUAL PUBLIC VALUE REPORT**

**JCC**

(Recommendation 3 of Independent Review)

“That this Conference agrees the requirement at national level to publish online an annual public value report alongside a short assessment of progress by the independent reference group. Branch annual reports should also report on the value the branch is bringing to its members and to the public.”

### ***Amendment - JCC***

2<sup>nd</sup> and 3<sup>rd</sup> lines change ‘value’ to ‘benefit’

### **The motion as amended then reads:**

“That this Conference agrees the requirement at national level to publish online an annual public benefit report alongside a short assessment of progress by the independent reference group. Branch annual reports should also report on the benefit the branch is bringing to its members and to the public.”

## **OPENESS AND REPORTING**

## **4. NATIONAL GUIDELINES FOR EXPENSES, HONORARIA & HOSPITALITY**

**JCC**

(Recommendation 4 of Independent Review)

“That this Conference agrees that National guidelines for all expenses, honoraria and hospitality policies should be agreed and local force branches will be required to comply with these – a requirement embedded in regulations. All individual expenses, honoraria, and hospitality received should be declared by and then published online.”

### **44. PUBLISHING JCC EXPENSES**

**(Northamptonshire)**

“This Conference instructs the Treasurer of the Police Federation of England and Wales to publish an itemised breakdown of all expenditure incurred for each member of the Joint Central Committee. This information will be published in the Annual Report of the Police Federation of England and Wales.

## **5. AVAILABILITY OF COMMITTEE PAPERS & MINUTES TO MEMBERS**

**JCC**

(Recommendation 5 of Independent Review)

“That this Conference agrees that an openness commitment should be signed by all local force branches and the national Federation which will establish the principle that all committee papers and minutes should be available to members unless there is genuine commercial, political or negotiation sensitivity.”

## **6. PUBLICATION OF ACCOUNTS**

**JCC**

(Recommendation 6 of Independent Review)

“That this Conference agrees that all accounts from which the Police Federation derives income or contributes revenues should be published and be publicly available. This includes Number 2, members’ services, group insurance trusts, accounts or funds. These should be included in the F45 return.”

### ***Amendment - JCC***

1<sup>st</sup> line after ‘That this Conference agrees that’ insert ‘unless there are commercial sensitivities,’

### **The motion as amended then reads:**

“That this Conference agrees that unless there are commercial sensitivities, all accounts from which the Police Federation derives income or contributes revenues should be published and be publicly available. This includes Number 2, members’ services, group insurance trusts, accounts or funds. These should be included in the F45 return.”

## **7. PUBLICATION OF COMMITTEE PAPERS**

**JCC**

(Recommendation 7 of Independent Review)

“That this Conference agrees that Guidance will be agreed by local force branches and the national Federation for publication of all committee papers (with a few exceptions), and decisions taken.”

## **8. MEMBERSHIP DATABASE**

**JCC**

(Recommendation 8 of Independent Review)

“That this Conference agrees to the completion of local and national databases where these are currently incomplete we request that the Association of Chief Police Officers (ACPO) and the Home Office agree to the transfer of email addresses to the local Federations and the national Police Federation. The national database cannot be used to promote commercial services in competition with those provided by the branches.”

## **DIVERSITY AND EQUALITY**

### **9. DIRECTOR OF EQUALITY**

**JCC**

(Recommendation 9 of Independent Review)

“That this Conference agrees that a Director of Equality and Diversity should be appointed to oversee the Federation’s progress on managing equal opportunities as well as liaising with support groups and networks for minority officers and others.”

***Amendment - JCC***

2<sup>nd</sup> line after appointed insert 'from the National Board'

**The motion as amended then reads:**

"That this Conference agrees that a Director of Equality and Diversity should be appointed from the National Board to oversee the Federation's progress on managing equal opportunities as well as liaising with support groups and networks for minority officers and others."

**10. EQUALITY PLAN**

**JCC**

(Recommendation 10 of Independent Review)

"That this Conference agrees that a rolling three year equality plan should be prepared with measurable benchmarks for improvement of representation, support, and public engagement monitored by an Equality sub-committee of the National Board. This sub-committee should contain members from external minority associations."

***Amendment - JCC***

4<sup>th</sup> line replace 'should' with 'may'

**The motion as amended then reads:**

That this Conference agrees that a rolling three year equality plan should be prepared with measurable benchmarks for improvement of representation, support, and public engagement monitored by an Equality sub-committee of the National Board. This sub-committee may contain members from external minority associations.

**11. SUPPORT NETWORK FOR PROTECTED CHARACTERISTICS**

**JCC**

(Recommendation 11 of Independent Report)

"That this Conference agrees to new networks of support for 'protected characteristics' and other groups such as young-in-service officers need to be established."

***Amendment - JCC***

1<sup>st</sup> line after '.....to new networks of support' insert 'being established' and end the sentence after '...young in-service officers

**The motion as amended then reads:**

"That this Conference agrees to new networks of support being established for 'protected characteristics' and other groups such as young-in-service officers."

**12. EQUALITY ASSESSMENTS**

**JCC**

(Recommendation 12 of Independent Report)

"That this Conference agrees that Equality assessments should be undertaken in each local force and at national level to determine the need for reserve seats for the 'protected characteristics'."

## PROFESSIONALISM AND STANDARDS

### **13. PERFORMANCE & STANDARDS AGREEMENT**

JCC

(Recommendation 13 of Independent Review)

“That this Conference agrees that a new performance and standards agreement will be drafted, consulted upon, and then signed by all representatives. It will comprise expectations of a Police Federation representative.”

### **14. ETHICS, STANDARDS & PERFORMANCE PROCESS**

JCC

(Recommendation 14 of Independent Review)

“That this Conference agrees that an ethics, standards and performance process will be established on the lines of that introduced in Scotland.”

#### ***Amendment - JCC***

That the sentence ends after ‘established’ and the remaining text ‘on the lines of that introduced in Scotland’ is deleted.

#### **The motion as amended then reads:**

“That this Conference agrees that an ethics, standards and performance process will be established.”

### **15. PUBLICATION OF PERFORMANCE & STANDARDS AGREEMENT**

JCC

(Recommendation 15 of Independent Report)

“That this Conference agrees that both the performance and standards agreement and the process should be published on local branch and the national Police Federation websites.”

## PROFESSIONALISM AT HEAD OFFICE

### **18. INCREASING THE PROFILE & CAPACITY OF STAFF AT HEAD OFFICE**

JCC

(Recommendation 18 of Independent Report)

“That this Conference agrees to increase the profile and capacity of professional staff in HQ with a focus on the research capacity to support branches and influence the pay review body, professional management, member support and training, communications and public policy.”

### **19. APPOINTMENT OF A PROJECT DIRECTOR & IMPLEMENTATION TEAM**

JCC

(Recommendation 19 of Independent Review)

“That this Conference agrees to appoint an experienced project director and an implementation team to implement the change programme recommended in this final report.”

#### ***Amendments - JCC***

1<sup>st</sup> line after ‘.... agrees to’ remove ‘appoint’ and insert ‘the appointment of’

2<sup>nd</sup> line after ‘... change programme’ remove ‘in this final report’ and insert ‘as agreed by Conference’

**The motion as amended then reads:**

“That this Conference agrees to the appointment of an experienced project director and an implementation team to implement the change programme as agreed by Conference.”

**35. REVIEW OF LEATHERHEAD HQ**

**JCC**

(Recommendation 35 of Independent Review)

“The new National Board to commission in 2017 a review of the options for Leatherhead after 2019.”

## **LOCAL GOVERNANCE**

**16. RANK REPRESENTATION AT LOCAL LEVEL**

**JCC**

(Recommendation 16 of Independent Report)

“That this Conference agrees that the provisions in regulations for equal representation of ranks at local level should be repealed.”

**17. NATIONAL FRAMEWORK FOR LOCAL REPRESENTATION LEVELS**

**JCC**

(Recommendation 17 of Independent Review)

“That this Conference agrees that Regulations should be amended to establish a national framework within which local negotiations on representation levels should take place. The regulations should establish a right of reasonable representation, i.e. the level at which members can receive a good and appropriate level of support. There should be a minimum 20 percent of the total representation across a force area for sergeants and inspectors. Where a local force Branch and chief officer cannot agree on levels of representation it will be referred to a tri-partite independent panel comprising of one Federation nominee, one nominee of the chief officer, and an independent chair whose decisions shall be final.”

***Amendments - JCC***

3<sup>rd</sup> line following ‘.....a right of reasonable representation.’ continue the sentence with ‘that includes a minimum level of representation.’

5<sup>th</sup> line following ‘....a minimum 20 percent of the total representation across the force’ remove ‘sergeants and inspectors’ insert ‘for each of the constable, sergeant and inspecting ranks’

**The motion as amended then reads:**

“That this Conference agrees that Regulations should be amended to establish a national framework within which local negotiations on representation levels should take place. The regulations should establish a right of reasonable representation that includes a minimum level of representation. i.e. the level at which members can receive a good and appropriate level of support. There should be a minimum 20 percent of the total representation across a force area for each of the constable, sergeant and inspecting ranks. Where a local force Branch and chief officer cannot agree on levels of representation it will be referred to a tri-partite independent panel comprising of one Federation nominee, one nominee of the chief officer, and an independent chair whose decisions shall be final.”

## **20. CREATION OF A SENIOR EXECUTIVE TEAM**

**JCC**

(Recommendation 20 of Independent Review)

“That this Conference agrees to the creation of a senior executive team and the additional posts of Director of Finance to oversee the reform and management of the Federation’s budgets; Director of Policing Policy with a view to engaging in debates about the future of policing; a Director of Equality and Diversity. It is likely that Directors of Communications, Research, and Legal would also be part of this team.”

### ***Amendments - JCC***

On 1<sup>st</sup> line after ‘That this Conference agrees’ remove text ‘to’ and insert ‘that further work should be undertaken to determine the feasibility of’

On 1<sup>st</sup> line after ‘a senior executive team’ end sentence and next sentence starts ‘This will include the’ before ‘additional posts’

### **The motion as amended then reads:**

“That this Conference agrees that further work should be undertaken to determine the feasibility of the creation of a senior executive team. This will include the additional posts of Director of Finance to oversee the reform and management of the Federation’s budgets; Director of Policing Policy with a view to engaging in debates about the future of policing; a Director of Equality and Diversity. It is likely that Directors of Communications, Research, and Legal would also be part of this team.”

## **21. UNIFICATION OF STAFFING AT HEAD OFFICE UNDER THE GENERAL SECRETARY**

**JCC**

(Recommendation 21 of Independent Review)

“That this Conference agrees to the unification of the staffing of Head Office under the General Secretary, as de facto Chief Executive. Create job descriptions for the General Secretary and other post-holders that recognise the need of the Police Federation to be credible, authoritative, expert and professional. Individuals will be assessed in relation to the degree to which their skills match this job description and appraised on that basis also.”

### ***Amendments - JCC***

2<sup>nd</sup> line remove ‘Create’ and replace with ‘That’ to start the sentence

3<sup>rd</sup> line after ‘...post-holders’ and before ‘that recognise’ insert ‘be created’

Last line after ‘.... appraised on’ remove ‘that basis also’ and insert ‘their performance’

### **The motion as amended then reads:**

“That this Conference agrees to the unification of the staffing of Head Office under the General Secretary, as de facto Chief Executive. That job descriptions for the General Secretary and other post-holders be created that recognise the need of the Police Federation to be credible, authoritative, expert and professional. Individuals will be assessed in relation to the degree to which their skills match this job description and appraised on their performance.”

## **41. CONSOLIDATION OF CLAIMS DEPARTMENT**

**(Northamptonshire)**

“This Conference instructs the Joint Central Committee to consolidate the Joint Central Claims’ Department with the Separate Rank Board Claims Departments. This would form a single Claims Handling Department of the Police Federation of England and Wales”

## **22. REMOVAL OF RANK COMMITTEES FROM THE GOVERNANCE & DECISION MAKING STRUCTURE**

**JCC**

(Recommendation 22 of Independent Report)

“That this Conference agrees that rank committees at local and national level should be removed from the governance and decision making structure of the Police Federation.”

## **23. ESTABLISHMENT OF BRANCH COUNCILS & BRANCH BOARDS**

**JCC**

(Recommendation 23 of Independent Report)

“That Conference agrees that a new Branch Council of workplace representatives in each local force area and a Branch Board should be established as the main body governing Federation Branch affairs. These will be conducted on the basis of the principles and process outlined in this final report.”

## **24. MEMBERSHIP OF BRANCH BOARDS**

**JCC**

(Recommendation 24 of Independent Review)

“That this Conference agrees that the current 10-10-10 default membership of Branch Boards should be abolished and replaced with a new 50-20 rule at local level; no rank can have more than 49 percent of the membership of a Branch Board and no rank can have less than 20 percent. ‘Protected characteristics’ should be safeguarded in accordance with local independent equality assessments. Branch Boards will be considerably smaller than is currently the case in accordance with the numbers related to force size outlined in this final report.”

### ***Amendment - JCC***

2<sup>nd</sup> line after ‘.....and replaced with a new’ delete remainder of wording and insert ‘model, which ensures that the representation of all ranks and protected characteristics is safeguarded’

### **The motion as amended then reads:**

“That this Conference agrees that the current 10-10-10 default membership of Branch Boards should be abolished and replaced with a new model, which ensures that the representation of all ranks and protected characteristics is safeguarded.”

## **25. ELECTIONS OF BRANCH CHAIR & SECRETARY**

**JCC**

(Recommendation 25 of Independent Review)

“That this Conference agrees that the Branch Chair should be elected by all members and the Secretary should be elected by the Branch Council. They should be from different ranks.”

## NATIONAL GOVERNANCE AND DECISION MAKING

### **26. ESTABLISHMENT OF A NATIONAL COUNCIL**

**JCC**

(Recommendation 26 of Independent Review)

“That this Conference agrees that the Branch Chairs and Secretaries meeting should be established as a new National Council with formal powers. This will be the main national forum representing local force branches. It will be a co-decision-maker with the National Board on major strategic decisions, national budgets, a consultee on subscription rates and negotiation strategy, and will have a formal role in selecting nominees for General Secretary.”

#### ***Amendment - JCC***

5<sup>th</sup> line after ‘.....and negotiation strategy’ end sentence and delete ‘and will have a formal role in selecting nominees for General Secretary’

#### **The motion as amended then reads:**

“That this Conference agrees that the Branch Chairs and Secretaries meeting should be established as a new National Council with formal powers. This will be the main national forum representing local force branches. It will be a co-decision-maker with the National Board on major strategic decisions, national budgets, a consultee on subscription rates and negotiation strategy.”

### **43. STATUS OF JBB CHAIRS AND SECRETARIES MEETINGS** (Northamptonshire)

“Conference instructs the Joint Central Committee to change the status of the National meeting of the Joint Branch Board Chairs and Secretaries to make that a decision making body through which the Joint Central Committee can be mandated and held to account.”

### **27. ESTABLISHMENT OF A NATIONAL BOARD**

**JCC**

(Recommendation 27 of Independent Review)

“That this Conference agrees that a new National Board should replace the Joint Central Committee. This will be a slimmed down body both in terms of numbers and the amount of time that representatives will devote to national level business. It will still have regional representation, some rank representation and better representation of ‘protected characteristics’ Its role will be to safeguard the organisation, make day-to-day decisions as required, formulate strategic direction, monitor the budget, oversee communications, oversee national elections, and ensure that the standards and performance process is in place and effective.”

#### ***Amendment - JCC***

Retain first sentence and remove remainder of text from ‘This will be .....’

#### **The motion as amended then reads:**

“That this Conference agrees that a new National Board should replace the Joint Central Committee.”

**42. REMOVAL OF RIGHT TO DECLARE ITEM SEPARATE (Northamptonshire)**

“This Conference instructs the Joint Central Committee to change the rules governing the meeting of the Joint Central Committee to remove the right of any individual Rank Board to declare an item as ‘separate’ thus preventing a vote on the matter, subject, issue or motion.”

**28. SELECTION OF THE GENERAL SECRETARY JCC**  
(Recommendation 28 of Independent Review)

“That this Conference agrees that a new professional means of selecting the General Secretary. The Chair will be elected by the membership.”

***Amendment - JCC***

1<sup>st</sup> line after ‘.... Conference agrees that’ and before ‘a new professional means.....’ insert ‘there should be’

**The motion as amended then reads:**

“That this Conference agrees that there should be a new professional means of selecting the General Secretary. The Chair will be elected by the membership.”

**29. REDUCING THE SIZE OF NATIONAL CONFERENCE JCC**  
(Recommendation 29 of Independent Report)

“That this Conference agrees that the National Conference should be slimmed down in terms of time and numbers.”

**30. TENURE FOR POST HOLDERS JCC**  
(Recommendation 30 of Independent Review)

That this Conference agrees that there should be limits on tenure for all post-holders of two terms of three years with potentially two terms of five years from the General Secretary.

**FINANCE – FLOW OF MONEY & MEMBER SERVICES – NO 2  
ACCOUNTS**

**31. PUBLICATION OF ALL ACCOUNTS JCC**  
(Recommendation 31 of Independent Review)

That this Conference agrees that all accounts including Number 2, group insurance and member services accounts, funds and trusts to be published A general financial transparency clause is needed in regulations including a requirement to publish and report all income that derives from and funds Police Federation activity.”

**32. REVIEW OF MEMBER SERVICES & GROUP INSURANCE JCC**  
(Recommendation 32 of Independent Review)

“That this Conference agrees that the market for members’ service and group insurance products should be reviewed and collective provision between a number of Branches, potentially facilitated and negotiated by the national Police Federation, to gain from possible economies of scale, should be explored. The National Board will not seek to

replace Branch commercial relationships other than by joint agreement with the branches affected.”

### **33. CREATION OF A SUPPORT FUND**

**JCC**

(Recommendation 33 of Independent Review)

“That this Conference agrees that a new fund should be created from some of the surpluses and reserves of the current rank committees to support smaller branches in deficit.”

### **34. CENTRALISATION OF RESOURCES**

**JCC**

(Recommendation 34 of Independent Review)

“That this Conference agrees that all resources to be routed via the centre and distributed to branches on the basis of agreement in the National Council this step will be agreed to within three years once the National Council and National Board have found a constructive way of working.”

#### ***Amendment - JCC***

1<sup>st</sup> line – change ‘resources’ to ‘subscriptions’

#### **The motion as amended then reads:**

“That this Conference agrees that all subscriptions to be routed via the centre and distributed to branches on the basis of agreement in the National Council this step will be agreed to within three years once the National Council and National Board have found a constructive way of working.”

### **36. REDUCTION IN SUBSCRIPTIONS**

**JCC**

(Recommendation 36 of Independent Review)

“That this Conference agrees that there should be a 25 percent reduction in subscription levels for one year in 2015 financed by the reserves of the rank central committees. An extension of this one-off reduction should be reviewed for subsequent years on the basis of existing reserves, reserves in unpublished accounts, and an estate strategy once the reform package is complete.”

### **37. REVIEW OF FINANCES**

**JCC**

**(Proposed alternative to Recommendation 36)**

“That this Conference agrees that subject to a review of finances by the Treasurer and agreement of the National Council, funds could be used to either:

- (i) reduce members’ subscription fees for one year by 25%; or,
- (ii) avoid increasing subscriptions for a specified period; or,
- (iii) provide members with a specified amount.”

### **40. SPECIAL CONSTABULARY TO BECOME MEMBERS OF PFEW**

**JCC**

“That this Conference accepts that serving members of the Special Constabulary can become members of the Police Federation of England and Wales. That in order to access the full range of membership services, members of the Special Constabulary will be required to pay the same rate of subscription to the voluntary fund as serving officers”

**38. TRUSTEES REPORT**

**JCC**

**(Treasurers)**

“That this Conference receives and accepts the report of the Trustees of the Police Federation (Joint) Fund.”

**39. FEDERATION FUNDS – TREASURER’S REPORT**

**JCC**

**(Treasurers)**

“That this Conference receives and accepts the report of the Treasurer of the funds under the control of the Central Committee.”

**45. ANNUAL REPORT**

**JCC**

**(Executive)**

“That this Conference receives and accepts the Annual Report of the Central Committee for the year 2013”.