



Annual General Meeting 2018
Friday 15th March 2019
Niagara Sports & Social
Sheffield

Agenda

16:00 – Doors Open & Buffet is served

16:30 – Branch Secretary's Report

Treasurers Report

Branch Nominations

17:15 – Guest Speaker Ben Priestley, UNISON National Officer

17:45 – Guest Speaker UNISON Suffolk Police Branch Secretary Mark Trask

18:30 – Q&A

19:00 – Raffle draw

20:00 – AGM Finishes

Branch Officer Nominations

Nominations were invited for the following positions within the Branch with a deadline date in January 2019.

The current officer holder is indicated below.

Branch Management Group

Branch Secretary	Emma Schofield
Assistant Secretary	Maxine Sumner-Powell
Branch Chair	Anthony Whomersley
Branch Vice-Chair	Kimberley O'Brien
Branch Treasurer	Jen Woodcock

Branch Officers

Communications Officer	Kim O'Brien
Health & Safety	Richard Marshall
Education Officer	Nicola Doolan-Hamer
Equalities Officer	Maxine Sumner-Powell
LGBT Officer	Empty Seat
Black Members Officer	Empty Seat
Women's Officer	Empty Seat
Disabled Members Officer	Empty Seat
Labour Link Officer	Dave South
Welfare Officer	Jen Woodcock
Young Members Officer	Liam Straw

(must be under 27yrs for entire term in office)

Steward Nominations 2018-2019

All major workplaces and work groups should have at least one Shop Steward (for example each District, CJU, Atlas Court) All shop stewards sit on Branch Committee, which meets once a month.

Currently many workplaces and workgroups have no representation and we would encourage the nomination of people to be shop stewards. Reasonable time off with pay is allowed in order to undertake trade union duties and training. A programme of training is available through UNISON education programme and the TUC.

Where there are more nominations than a regarded as necessary by the Branch Committee in any particular work place or workgroup and election within that constituency will be arranged.

Shop stewards / Health & safety Reps / Workplace Contacts will be ratified by the AGM but are elected by the workplace or workgroup members whom they represent.

Doncaster

Empty Seat
PCSO Toni Bratby
Empty Seat
Empty Seat

CJAD Doncaster

Empty Seat

Rotherham

PCSO Richard Marshall
Empty Seat
Empty Seat
Empty Seat

CJAD Barnsley

Dean Rowson

Sheffield

PCSO Anthony Whomersley
PCSO Nicola Doolan-Hamer (H&S)
PCSO Karen Yates
PCSO Dave South
Beth Basford CJU

CJAD Shepcote

Maxine Sumner-Powell
Empty Seat

Barnsley

PCSO Mark Walton
PCSO Alan Fowler (H&S)

Atlas Court

Liam Straw

Empty Seat

Phil Kealey

Empty Seat

Jill Tacey

Empty Seat

Jen Woodcock (workplace contact)

All branch officer and steward posts were proposed and seconded by two members and no position was contested.

Dave Bagshaw, Mark Artley and Paul Brookes have chosen to stand down this year for personal reasons.

Nominations to National & Regional Posts

There are several delegates to UNISON national bodies that need to be elected.

Regional Police & Justice Service Group delegate 2018

Meets quarterly in Leeds. Branch entitled to four delegates at least half must be women.

Emma Schofield

Maxine Sumner-Powell

Anthony Whomersley

Phil Kealey

Regional Council

Meets quarterly on Saturday in Leeds. Branch entitled to one delegate.

Delegate - Branch Secretary Emma Schofield

National Delegate Conference 18th – 21st June 2019

Branch entitled to two delegates at least one must be a woman

Delegates – Richard Marshall & Jen Woodcock

National Police & Justice Conference 3rd – 4th October 2019

Branch entitled to two delegates. At least one must be a woman.

Emma Schofield

Honorarium Award

In accordance with UNISON and branch rules The Branch Committee propose and support an honorarium payment to the Branch Treasurer to the sum of £2400.

This is to allow for the 20% tax deduction.

South Yorkshire Police provide no recompense to the post holder for any out of hours work. Payment will be paid at the end of the 2019 budget year.

Proposed: Cathal Berney

Seconded: Toni Bratby

AGM 2019

TREASURERS REPORT

MY NAME IS JEN WOODCOCK AND I AM CURRENTLY THE BRANCH TREASURER FOR SOUTH YORKSHIRE POLICE BRANCH.

THE ANNUAL AUDIT OF THE BRANCH ACCOUNTS HAVE BEEN SENT TO THE UNISON HEAD OFFICE FOR AUDIT AND WHILE I'M CONFIDENT THAT THESE ARE ACCURATE AND AGREEABLE THE FINISHED CONFIRMED DOCUMENT HAS NOT BEEN RETURNED TO US FROM THE AUDITORS.

HOWEVER, I CAN REPORT TO THE BRANCH THAT ACCOUNTS OF THE YEAR ENDING 2018 FOR THE INCOME AND EXPENDITURES OF OUR BRANCH ARE AS FOLLOWS.

A STARTING BALANCE OF £99,295.81 FROM THE PREVIOUS YEAR, WITH AN INCOME OF £27,404.89 WITH EXPENDITURES OF £69,997.24

THE TOTAL FUNDS AT THE END OF YEAR BALANCE IS £58,038.46.

AS MUCH AS I AM REASONABLY ABLE TO DO SO, I CAN THEREFORE CERTIFY THAT THE YEAR END OF DECEMBER 2018, THE BRANCH HAS KEPT PROPER ACCOUNTING RECORDS AND MAINTAINING A SATISFACTORY SYSTEM OF CONTROL OF ACCOUNTING RECORDS, CASH HOLDINGS AND ALL RECEIPTS AND REMITTANCES AS REQUIRED BY SECTION 28 OF THE TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992.

**General Fund Income and Expenditure Account
for South Yorkshire Police**

For the year ended 31 December 2018

All Items	2018 (£)	2018 (£)	2017 (£)	2017 (£)
Income				
Branch Funding	26,821.30		26,891.51	
Branch Levy	0.00		0.00	
Investment Income Received	1.35		4.56	
Tax deducted or paid on Investment Income	0.00		0.00	
Retired Members Subscriptions	15.00		0.00	
Other Income	567.24		0.00	
Regional Pool Income	0.00		0.00	
Transfer from Industrial Action Fund	0.00		0.00	
Transfer from Dedicated Action Fund	0.00		0.00	
Locally collected subscriptions	0.00		0.00	
Income total		<u>27,404.89</u>		26,896.07
Expenditure				
Fighting Fund	0.00		0.00	
Staff Salaries	0.00		0.00	
Rent	0.00		0.00	
Rates	0.00		0.00	
Utilities	0.00		0.00	
Other administration	1,256.17		-8,639.24	
Honoraria	0.00		0.00	
Conferences and group meetings	4,975.52		5,352.51	
Branch Committee	2,247.01		2,078.92	
Other Meetings	7,371.54		1,309.11	
Publicity	25,077.16		8,798.65	
Education	11,815.36		6,299.43	
Donations	302.26		1,752.90	
Affiliations	128.75		124.50	
Local Activities	4,763.27		96.30	
Transfer to Industrial Action Fund	1,335.00		0.00	
Transfer to Dedicated Fund(s)	0.00		0.00	
Other Expenditure	9,855.20		56.60	
Hardship Payments	0.00		0.00	
Other Branch Funding Deductions	870.00		0.00	
Tax	0.00		0.00	
Expenditure total		<u>69,997.24</u>		17,229.68
Surplus for the year		<u>-42,592.35</u>		<u>9,666.39</u>

UNISON Annual General Meeting 15th March 2019 Minutes

- Branch Chair Tony Whomersley opens the AGM and welcomes everyone.
- Minutes from AGM 2018 agreed as true and correct. Confirmed by PCSO Nicola Doolan-Hamer and Retired Member Glyn Boyington.
- No matters arising.
- Treasurer Jen Woodcock gives update on branch financial position.

Emma Schofield gives Branch Secretary Report:

Afternoon everyone and welcome to the South Yorkshire Police Branch of Unison's Annual General Meeting. It is great to see so many of you here but I am sorry the circumstances that bring some of you are not great.

For those of you who have not met me before I am Emma Schofield. I have been with SYP for 10 years and stand unopposed as your Branch Secretary for another year running.

It has been a very challenging year for me personally and a few weeks ago and the frustrations of the job were starting to take its toll. That was until the branch, in their own unique way, made me remember that this is not about me. Being a branch official is not about me, it is about the members. It is about you and someone being a voice for your concerns and opinions.

I will not talk forever because we have some wonderful guest speakers and we will open a question and answer session after.

So what have we been doing this year? Currently, the force has several areas of business under review.

Atlas Court have had the implementation of Smart Contact, which has been hugely challenging for everyone involved. Force Crime Bureau have undergone a review and now work has started on the 'top floor' covering the 'as is' with Switchboard, Contact Resolution and Dispatch. The Management Structure within Atlas is also under review.

CoPAD is an amalgamation of GRS and Op's Planning to create a single duties function for operational staff. Barnsley District has been the pilot and it is looking to be rolled out to the rest of the force.

HR functions are under review following our separation from Humberside Police. It is an unsettled time for staff within that department whose work portfolios cover both forces.

Force Crime Review last year concentrated on PVP, Specialist Crime, Major Crime and Criminal Investigations. Phase Two has started reviewing Intel, TSU, Crime Support Hub and Agile Working.

Enabling Services Review: This covers four main areas of work; CJAD, Admin, Information Services and Performance & Governance.

Finally yet importantly, the PCSO review and the news that we may be looking at a huge cut to the shifts and although no redundancies are being suggested, we are potentially looking at a reduction in established posts.

We have also seen the return of mounted section from West Yorkshire and our OSU Dogs back within SYP at Niagara.

For all of the above I attend the Project Board Meetings and the Tactical Change Board voicing any concerns and issues on behalf of our members.

I also sit on the Joint Consultative Committee and Joint Negotiating Consultative Committee where policies and procedures are discussed and agreed. This is the forum where the force has started looking at our locally agreed terms and conditions. Pay Protection and Disturbance Allowance have been the first two benefits attacked and the branch strongly opposed to any change. A consultative ballot come in to reject but unfortunately, Unite members chose to accept the proposals so we know that this fight has not gone away for us.

Branch Chair Tony and I, along with Kevin from Regional Office have had several interesting meetings with Professional Standards and the Staff Misconduct Policy. The force wanted to pull us in line with that of Police Officers, which would take away what we believed to be fundamental rights for our members. One being the right of appeal. So far, we have been successful and will shortly be signing off on the new policy.

As well as collective bargaining, as you may know we also represent individuals. For many obvious reasons this is an area that we are unable to talk about. Between April 18 and Dec 18 SYP received 887 officially recorded allegations. The 'top three' areas were; Incivility and impoliteness, lack of fairness and neglect or failure of duty. The latter one counting for 362 of that 887 figure. Between Oct 17 and Sept 18, 39, allegations were recorded against Atlas Court staff.

Our UNISON representatives have assisted and dealt with around 87 individual cases in the last year. This has ranged from gross misconduct, capability issues and grievances to name just a few.

UNISON is the largest public service union with 1.3 million members; we are also the largest union within SYP with 993 members. Despite losing a large number of staff to retirement, Police Officer recruitment and resignations, we have still managed to recruit more than we have lost this last year.

Before I sit back down and leave it to the professionals, I just want to say massive thanks to our Branch Treasurer Jen Woodcock for keeping us all in check and above board with our finances. Thank you to our Branch Vice-Chair Kim O'Brien too who has been amazing in organising this AGM. Both women have been making sure the branch is well organised keeping me on my toes this year with constant reminders of my 'to do' list.

- Nominations and elected members confirmed by Tony Whomersley.
- National Nominations.
- Branch Rules and Constitution confirmed.

Guest Speaker - UNISON National Officer for Police & Justice and Secretary to the Police Staff Council Ben Priestly.

Ben started by giving a brief update to members on what UNISON do nationally from our Head Office in London and how we represent 31.000 police & justice staff members in England & Wales. He describes how they negotiate our pay rise and our terms and conditions. How they can assist with disputes and help with campaigns, as well as lobbying government and the police ministers. UNISON nationally also negotiate with the National Police Chiefs Council.

Ben discusses the Police Staff Handbook and how other forces are implementing deviations and cancelled leave days outside of the agreement and what UNISON are doing nationally to challenge this.

Ben offered absolute solidarity and support from UNISON nationally in response to any disputes that arise with the force and to help with any campaigning / lobbying we may require in relation to PCSO cuts in any way.

Ben discussed the Gender Pay Gap Campaign and how badly SYP scored in the results with an 11.1% gap leaving our force with one of the worst results.

<https://gender-pay-gap.service.gov.uk/Employer/dJNjHzcL/2017>

<https://www.unison.org.uk/our-campaigns/bridgethegap/>

Ben updated members on the work that UNISON commissioned for sexual harassment in the workplace which has prompted the National Police Chiefs' Council to take action and liaising with the key stakeholders come up with a national strategy to deal with the issues our members face.

<https://www.unison.org.uk/content/uploads/2018/08/UNISON-LSE-report-Time-to-stamp-out-sexual-harassment-in-the-police-1.pdf>

<https://www.unison.org.uk/news/press-release/2018/08/unison-national-police-chiefs-council-tackle-worrying-levels-sexual-harassment/>

Pay claim for 2019 discussed and a reminder that the 2018 claim has not been forgotten in relation to Police Officer pay. A motion was submitted at Police & Justice conference to move away from the September pay date that officers use and start looking at an April date. Part Two of the PSC Handbook will be to look at a major review on job evaluations for police staff.

Last but not least, Ben touched on the work that UNISON have done on the Front Line Review.
*see attached results

<https://www.unison.org.uk/news/article/2019/01/police-survey/>

- Honoraria proposed and seconded by PCSO Cathal Berney and PCSO Toni Bratby.

Guest Speaker UNISON Branch Secretary for Suffolk Constabulary Mark Trask

Mark gave a talk on his experience of being involved in a death in custody and the lack of knowledge of Post Incident Procedures, support provided for him by his employer and the horrific effect it had on his personal life for almost 3yrs.

Mark also congratulates our branch for how well we are organised and prepared for a PIP should one arise and involve our members.

For more information on Post Incident Procedures and what this can mean for you, contact one of your representatives.

Regional Organiser Kevin Osborne gives talk on PCSO Review

Kevin explains the legality and importance of collective agreements and ultimately what they mean for both members and non-members.

Employment Law of dismiss and re-engage explained and the three options that staff would have following full and proper consultation with the trade unions and the workforce.

Kevin explained to the members how as a branch we would be seeking to establish the full business case for any potential cuts or reductions in allowances and make it clear that cutting large amounts of cash from our members pay is not acceptable by the branch.

It was explained to members that we will be speaking to them in order to establish their views and feelings in order to put pressure on the Chief Constable. We would be seeking to speak to community groups; MP's and even the media against any cuts to our members. If the employer refuses to accept then we will be seeking for a strength of feeling towards industrial action.

Kevin will be meeting with Emma and the branch once the business case has been proposed to the Tactical Change Board on the 26th of March. Once we have confirmation of the 'preferred' option by the force then we will be entering into negotiations with staff.

Q&A session

What is the Chief Constables view on the options so far?

Is the force still aiming towards Journey to Outstanding? Where does a PCSO sit in this journey?

How have they come to the options that have been proposed? How are they selling it to the public? Who will cover ASB after 4/5pm?

Can we see evidence of the engagements that the force have done with the communities?

The majority of questions that were asked were difficult to answer as until the branch see the full business case on the 26th March. It was confirmed that there had not yet been any steer from the CC about what is expected from the role of a PCSO. Ben Priestly and Mark Trask explained what occurred in Norfolk and Suffolk and how staff must be prepared to stand up for themselves, they are to share campaign material used in Norfolk and Suffolk with Emma.

It was explained to the AGM that once we have a clear steer from SYP we would be asking all the above along with many more questions and points. We will be seeking support of the PCC who will be standing for re-election, issuing letters to councillors and meeting with MP's, including the Shadow Policing Minister Louise Hague who should have been here tonight but had to cancel at short notice due to Brexit.

- Retirement gift and thanks given to Kevin Osborne for all his support as Regional organiser to South Yorkshire Police Branch over the years.
- Leaving gift presented to PCSO Mark Artley who is moving to pastures new outside of SYP and tanks to him for all his hard work as a steward in Doncaster over the years.
- Formal business closed at 8pm.