

JNCC Meeting
19th June 2025
Wortley Hall, Sheffield, S35 7DB
Time: 9.30am for 10am start

Attendees:

Mark Eckersley (ME)
Richard Chambers (RC)
Deborah Peters (DP)
Mike Sharrock (MS)
Sukie Sangha (SS)
Eamon O'Hearn (EO)
Jim Edgar (JE)
Amanda Richardson-Oliver
Amy Seth (AS)
Martin Wright (MW)
Paul Williams (PW)
Gavin Redfern (GF)
Andy Sharp (AS)
Keith Smith (KS)
Karen Robinson (KR)
Rachel Wood (RW)
Dave Newsham (DN)

Role:

Account Director
HR Director
Head of Reward & People Services
Head of Health & Safety
HR Business Partner
GMB National Officer
National Convener (GMB)
HR Advisor
GMB Representative
GMB Representative
GMB Representative
GMB Representative
GMB Representative
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GMB Representative
GMB Representative
GMB Representative

Apologies -Gemma Raine, Parris Maddellin, and Rebecca Burt

AGENDA:

1. Welcome and Introductions (All)
2. Review of Actions from Previous JNCC (All)
3. Health and Safety Update (MS)
4. Company Update (ME)
5. HR Update (RC)
6. GMB Issues
 - Disciplinary Hearings (KS)
 - Advertised Vacancies (DN)
 - Company Share Scheme (AS)
 - SSFWA Review (JE)
 - C/R Equipment (JE)
 - Vouchers for Footwear (AS)

1	Welcome and introductions		
	Apologies: Gemma Raine, Parris Masddellin and Rebecca Burt		
2	Minutes of meetings (JE)		
	Review of actions from previous JNCC		
	1	RC to share contracts with JE once reviewed	RC Closed - Contracts shared with JE
	2	RB to undertake review of current employee forums to ensure fit for purpose	RB Closed - Employee forum and scope shared with JE
	3	Joint Comms HR/JNCC - around right to be represented at meetings	RC Closed - Joint comes signed off and being sent out tomorrow
	4	ME to review £1 allocation for OIC payment in Leicester	ME Closed - RM has addressed issue
	5	ME to speak with IT regarding tablets	ME Closed - Reporting on YP's. Comms have been sent out
	6	RC to share LTS/STS data with JE	RC Closed - Data shared with JE

7	ME to set up meeting with Jamie Wakeman, RW & PM	ME	Open - Meeting has been completed action for RW and PM to attend Logistics Centre
8	RC to allow GMB Reps access to SOPs/Policies Reps	RC	Open - RC to allow GMB reps access to policies/sops potential via Kronos tiles- Reviewing best way to provide access
9	Meeting to be arranged with RG, JH and JE to move forward a review of Control Point Officers.	ME	Open - work ongoing - initial meetings taken place-Follow up meeting to be arranged JE/ME before next JNCC
10	ORM Training - ME to organize	ME	Open - 70% complete still some outstanding
11	Overview of Prisoner data to compare with health and safety figures at next meeting	ME	Open - To be provided at next JNCC
12	Update on introduction of camcorders to record 'planned' UOF incidents	ME	Open - Update on progress
13	Discounted Gym Membership for Employees	RC	Open - RC to explore options and update
14	Reps to provide examples of vacancies they believe have not be advertised to JE.	Reps	Open - Reps to provide
15	Reps to provide details of stand by payment queries so these can be investigated.	Reps	Open - Reps to provide

2- Meeting to be arranged with RG, JH and JE to move forward a review of Control

Initial meeting has taken place. JE and ME agreed further follow up meeting before the next JNCC.

4- Joint Comms HR/JNCC - around right to be represented at meetings

RC confirmed comms would be going out across PECS the day after the meeting. JE confirmed he had briefed all reps that comms would be sent.

5- ME to review £1 allocation for OIC payment in Leicester

ME confirmed this was an isolated issue and RM has resolved locally.

6-ORM Training

ME advised 70% of reps had completed training with about 3 or 4 outstanding. RM's have been advised to prioritise the Reps training. ME advised reps to ensure they get training booked in.

7-ME to speak with IT regarding tablets

ME confirmed this was around the concern of the integrity of what was being recorded into the tablet and this has been reviewed with IT. Action to investigate if we can develop the technology further. ME advised to use comments in the open box to record where things aren't applicable, for example when a child is being transported in cellular vehicle.

8-RC to share LTS/STS data with JE

RC confirmed data has been shared with JE and will continue monthly to ensure transparency.

9-ME to set up meeting with Jamie Wakeman, RW & PM

ME confirmed meeting had taken place. Action for RW and PM to attend Logistics Centre.

	<p>10-RC to allow GMB reps access to SOPs/Policies</p> <p>RC confirmed IT are currently working on how to provide access for all GMB Reps and reconfirmed commitment to finding the best way to get access.</p> <p>11 - Reps to provide examples of vacancies they believe have not be advertised to JE.</p>
3	<p><u>Health and Safety Update (MS)</u></p> <p>ME - Suggested for future meetings he would provide overview of prisoner data to compare with health and safety figures.</p> <p>KR queried the increase in assaults and decrease in UOF incidents. It was explained that when a RIDDOR report is received and the team investigate what happened, if the assault is reported first that is what is recorded. It was confirmed that the data is noted for statistics however the Investigation findings are used to ascertain what happened.</p> <p>MS confirmed he is working on a communication with RG focussing on assaults affecting and increasing RIDDOR injuries and where they are occurring.</p> <p>Increases in RIDDOR incidents directly after weekend was discussed. ME highlighted ORM training, rigid handcuffs and communicating on slowing things down have all been introduced to support reduction of incidents, however a team effort is required from all to steer in right direction. ME confirmed the business is considering the introduction of camcorders in custody suites to record UOF and may be able to introduce in high-risk areas. ME also advised body cameras are being considered in some areas. Update to be provided at the next meeting.</p>
4	<p><u>Company Update (ME)</u></p> <p>ME confirmed that the mid-contract review of our fleet has been completed with the Authority and Fraikin. The outcome is that we will replace our 3-cell vehicles like for like (Mercedes) and our Youth Services (Ford Procab) vehicles would be replaced with Renault Traffics, same as we have recently purchased and the Citroen Picassos, which have never been operationally effective due to the size, will be returned to Fraikin. All other vehicles will not be replaced and will be part of the extensive maintenance programme provided by Fraikin.</p> <p>KR asked in terms of fleet replacement whether consideration had been made for those in wheelchairs. ME advised he would check with Jamie who did the modelling.</p> <p>ME confirmed decision to not participate in the bid process for the next generation of contract in Scotland was a board decision. A question was asked whether this may happen with PECS. ME advised that the Board were very supportive of GEOamey and want us to explore adjacent markets such as Non-Emergency patient transport, so all positive for the future.</p>
5	<p><u>HR Update</u></p> <p>Absence Update-RC advised absence was tracked on daily basis and shared with JE.</p> <p>Competency Framework - EH asked if they will relate to behaviors. EH raised he felt behavior can be subjective. RC explained that the SOVA system the company is introducing will pull out the detail for interviews based on the competencies of role. RC reassured EH that he will demonstrate this to JE.</p> <p>Engagement Survey results - Fairness was raised as a concern. RC confirmed we would work together to tackle these issues.</p>
6	<p><u>Disciplinary Hearings (KS)</u></p> <p>KS- Raised concern relating to the cost of disciplinaries and wanting to get figures to find out true cost of disciplinaries. RC confirmed figures include all Disciplinaries including absence.</p>

	<p>KS explained the time and people involved in disciplinarys is very expensive and time consuming, and his belief is the company should streamline the process as often issues are dated.</p> <p>RC thanked KS for raising his concerns. ME advised that the target time since he joined the business has been two weeks unless there is mitigation. KS also raised issue on the coordination of suspensions with some people being suspended for 6-7 weeks which is costing the business. ME confirmed suspensions should only be when necessary and a last resort. JE asked whether DP outcomes are a business decision or MOJ. ME confirmed they were business decision.</p>
7	<p><u>Advertised Vacancies (DN)</u></p> <p>DN raised the issue that the RM vacancy in the west midlands was not advertised. ME confirmed that the role was interim and was needed as the region had no Manager. DP confirmed that the vacancy had been advertised and the individual had applied. ME reiterated that there may be times when roles need to be filled in short term on an interim basis. RC asked that if the reps thought that any vacancies hadn't been advertised, that they should be sent to JE to then share with RC.</p>
8	<p><u>Company Share Scheme (AS)</u></p> <p>AS queried if the company could introduce a company share scheme for all GEOamey employees. ME advised that he would take this suggestion away as an action but explained that the business is not a PLC and not on the stock market.</p> <p>KR also asked if the business could investigate discounted gym memberships as part of benefits scheme. RC advised he would take as action to look into.</p>
9	<p><u>SSFWA Review (JE)</u></p> <p>JE advised original was done in 2012 and revised in 2020's and feels wording needs reviewing and asked whether a working party could be created to get fit for purpose. DP has already updated the policy, and once reviewed by RC he would discuss with ME.</p>
	<p><u>C&R Equipment (JE)</u></p> <p>JE advised that he had been contacted by PCO's regarding the lack of C&R equipment in every court. He has been advised there has been occasions where PCO's have been seen carrying equipment across the market square from one court to another. JE asked if the business could look to make sure every court has C&R equipment.</p> <p>ME advised an assessment of C&R equipment at each court was completed 12 months ago and over £100,000 on new kit was bought. If there are situations where C&R equipment is being moved 60-70 miles to other courts, this needs to be raised with him to review the circumstances.</p> <p>KS raised concerns about the sizing of C&R kit. ME explained that an extensive project had taken place by the Regional Managers to ensure correct sizing was at each court. However, he did acknowledged that leavers, there will be instances where the sizing does not match some of the colleagues at the court.</p>
	<p><u>Vouchers for Footwear (AS)</u></p> <p>AS asked if the business could contribute vouchers towards footwear. AS explained that in ITC's new PCO's are recommended certain footwear which is expensive.</p> <p>RC confirmed the business would look into this. He added that MS is investigating this also from a H&S perspective.</p>
	<p><u>AOB</u></p> <p><u>Officer in charge Payments</u></p> <p>RW queried Supervising Officer payment relating to Youth Services.</p>

ME confirmed that to receive a supervising officer payment, the officer must be assigned by the relevant manager to do this duty and be in contact with a C&YP. The only time this shouldn't be paid is the officers don't leave the vehicle base as they will not be in contact with a C&YP. The Supervising officer must take the supervisory lead of the Young Person and ensure that an enhanced care is provided, data is 100% accurate etc.

Standby Payments

DN asked whether standby payments could be automated so that if someone works a rest day, they get the £25 payment. DP clarified that if you work 6 days in a 6-day period you are entitled to the payment. GH asked if an individual works 3 or 4 days would they still be entitled to the payment.

RW advised that agreement still applies as wording says if you work your rest day. DP asked for further details so this could be investigated further.

IPT's Prisons

MW raised the amount of time some prisons are taking to make prisoners available to be transported, and the cost this has on the business.

ME confirmed that phase two has improved the turnaround in morning and expects the same focus will start on IPT's. KR asked if we have any way of organising children out of court. ME confirmed this has been discussed at partnership board and will try and influence through the MOJ.

DN advised PCO's are being asked to send confidential medical information to their line manager in relation to absences from work. SS will investigate this.

IT Availability

KR asked whether Out of Hours IT support could be made available. ME confirmed IT support was available over bank holiday, but out of hours SCC, our IT provider, can always be contacted for critical matters.

KR also asked for an update on dates for VBC/CCM meetings. ME advised he would take this away and confirm, but the RM's should have these booked in.

Badges

HR team have started to receive backlog of badges from November which are all being sent out this week.

Pay talk Dates

Dates have been agreed for 24 July and 3 September, with 16 July being the GMB pre-meet.