

Case Study: JBB Officer

Stephen A Smith Constables Central Committee

My Federation career has been a catalogue of being in the right place at the right time. Back before I joined the Federation I was what you would call a duty winger - always twisting about the way officers were being treated by managers over issues such as overtime and allowances and a constant user of the phrase 'what have the Federation ever done for me?'

At a time of great force change and in retrospect I put it down to coincidence, my station was left without a Fed Rep - and thus began my Federation career! And, so through a series of elections and internal promotions through the next 9 years I made my way onto the Joint Central Committee - learning my trade along the way through a number of courses in discipline and health & safety – and by being a constant pain in the backside of my local area commanders and managers!

Until June 2007 I maintained a dual role of Joint Branch Board Chair and Regional Rep on the JCC. I did this as I was keen to have the continued day to day dealings with members ensuring I was always abreast of the pertinent issues.

What kind of work do I do as Regional Rep on the JCC?

First and foremost you are a representative of your region on a national platform – representing your colleagues who ultimately elect and deselect you. It is important to bear in mind when planning diaries, the numerous regional meetings that will be held over the course of the year (my region has 7 Constables Branch Boards, that hold approx 30 meetings each year, plus 5 regional Constables meetings). These meetings are key to accurate representation and ensuring you know all the issues your region face or want tackled.

Another key responsibility on the JCC is work for the sub-committee. I was fortunate given my background that I was given the Discipline committee, a subject I was familiar with and really enjoy. Again the timing was right as the 'Reform of Disciplinary Arrangements' work commenced in Oct 2005 (and is still continuing today) and I'm also hopeful that this year the new conduct and performance regulations will come into being.

I have found working on discipline and with the 43 plus Discipline Liaison Officer's really rewarding (and often pressurised - being the one individual representing 140,000 officers!). But particularly challenging is the legal representation where we seek to get a reasonable outcome for our members. I've also spoken at the ACPO Professional Standards Conference and spoken in Budapest on 'Misconduct issues and our relationship with the IPCC'.

I am now Deputy General Secretary of the Constables Central Committee which brings additional duties, such as overseeing civil claims, employment tribunal's, staff issues and specific CCC issues.

For me, there is never a dull moment working on the JCC (though a lot of stressful ones!). It's fair to say its one mad run but it is incredibly rewarding especially when you do help secure better conditions for the membership, and an overall better police service for the public.