



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Minutes

Minutes of the Joint Central Committee meeting held at the Macdonald Houstoun House Hotel, Uphall on Tuesday 23 and Wednesday 24 August 2016.

1. Attendance And Opening

SPF Office Bearers:

Calum Steele	General Secretary / Treasurer
David Kennedy	Deputy General Secretary
Brian Docherty	Chairman
Andrea MacDonald	Vice Chair (Elect)

North Area Committee:

Neil Macdonald
Steven Thomson
David Hamilton
Karen Harrison
Caroline Scobbie
Neil Cameron

East Area Committee:

Amanda Givan
Grant McDowall
Brian Jones
Nigel Bathgate
Heather Macdonald
Andy Malcolm

West Area Committee:

Malcolm Macdonald
Martin Bertram
Paul Connelly
John Munn
Joe Thomson
Phil Maguire

Subject Secretaries

Jim Foy	Conduct
Peter Jones	Health & Safety

Scott Callaghan – East Area Committee Observer

Also in attendance

David Ross	Policy & Coordination Officer
Doug Keil	Business Manager
Lesley Stevenson	Business Administrator

Apologies were received from Joe Conway who was replaced by Phil Maguire and the Equality Secretary. Andy Smith had recently resigned from the JCC and was replaced by John Munn. Best wishes and thanks were sent to Andy for his commitment and contributions whilst on the JCC.

The Chairman opened the meeting and thanked everyone for their attendance. He gave a special welcome to Martin Bertram and Paul Connelly who were attending their first JCC meeting since taking over their new full time office bearers' roles in the West Area. He also gave a special welcome to Karen Harrison who was attending her first meeting since being elected onto the JCC and to Neil MacDonald for attending his first meeting as Deputy Secretary in the North Area. He congratulated Phil Maguire on his promotion and Andrea MacDonald on her election as Vice Chair. He welcomed Scott Callaghan to the meeting as an Observer from the East, invited all to take an active part in the meeting and asked that anyone wishing to leave inform him prior to doing so.

2 Minute Of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 32 of 2016 and was accepted as a true record.

3 Election of JCC General Secretary

Only the General Secretary applied for this position. In line with the Rules, he was formally proposed by Malcolm Macdonald and seconded by David Hamilton and thereafter re-elected as General Secretary.

4 Election of Equality Secretary/Assistant to the General Secretary

Prior to this election, it was necessary to take item 23(1) on the Agenda. The motion was carried and the election for Assistant to the General Secretary followed.

Only Nigel Bathgate applied for this position. He was formally proposed by Steven Thomson and seconded by Malcolm Macdonald and thereafter elected as Assistant to the General Secretary.

5 Legal Advice And Assistance

The Deputy General Secretary informed the Committee that since the last JCC there had been 22 new on duty cases; 8 criminal cases, 2 RTA's, 7 injury cases, 1 employment dispute, 1 CICA, 2 misconduct cases and 1 held in reserve case. There had been a further 33 off duty cases; 1 civil defence, 5 contract dispute, 11 criminal cases, 1 employment dispute, 2 misconduct cases, 1 damage to car, 6 injury cases, 3 RTS's, 3 other cases and a further 9 cases which were rejected.

At this point in the meeting Standing Orders were suspended and an issue relative to the conduct of a representative of was discussed.

The Deputy General Secretary gave an update on Judicial Reviews.

Holiday Pay Claim

The Deputy General Secretary reported that under the EU Working Time Directive workers were entitled to at least four weeks paid annual leave. Previously, employers tended to pay employees holiday pay reflective of a worker's basic rate excluding pay for overtime other than guaranteed compulsory overtime. However, this position

changed when the European Court of Justice determined that pay for annual leave must reflect “normal remuneration”. Following, that decision, the Employment Appeal Tribunal had determined that UK legislation must be interpreted so that the relevant holiday pay received by UK workers must also reflect “normal remuneration”. What constituted “normal remuneration” remained open to debate but it was generally accepted that this should include non-guaranteed overtime provided that it was not an infrequent occurrence.

One of the leading cases for holiday pay, *Lock v British Gas*, was heard in the English Court of Appeal in July. It was expected that the judgment would deal with many of the issues raised in relation to holiday pay claims. At present, no indication had been given on when a judgment would be issued and it was expected that this case would progress to the UK Supreme Court.

The Deputy General Secretary said that the solicitors had prepared an update to be circulated amongst the members who had lodged a claim.

Held in Reserve

The Deputy General Secretary said that the Judicial Review had been served on PSOS. The respondents had 21 days from the 17 August 2016 to lodge defences.

Allard v Devon and Cornwall

The Deputy General Secretary said that these claims, essentially regarding on-call and recalls to duty were currently being quantified.

6 PNB

The General Secretary told the Committee that the last meeting of PNB was held on 15 June and had been a relatively short meeting. He said that the Staff Side (SS) had submitted a pay increase for 2.5% and awaited a response from the Official Side (OS).

The last meeting of the TWG was held on 17 August. The Group discussed exigencies of duty and further work was being undertaken on a guidance document. The General Secretary extended his appreciation to the Vice Chair, David Hamilton and the SPF Business Manager Douglas Keil for their work on this matter.

The General Secretary reported on the progress of a claim for on overnight allowance which might overtake held in reserve arrangements. He advised that it appeared significant progress was being made and that important principles had been agreed between the sides. To this point no financial elements had featured in the discussions and it was highly likely this would not be easily overcome.

The General Secretary also reported that the Staff Side had submitted a claim in relation to working on a rest day with more than 15 days’ notice albeit to this point in time it appeared to be being resisted by the official side.

7 Pensions

The General Secretary told the Committee that he had written to the Cabinet Secretary for Finance in July after a meeting of the Pensions Practitioners Group relative to the governance arrangements through the SPPA for police pensions. The letter highlighted a large number of concerns including the quality of information to members, the handling of complaints, the plans for annual benefit statements and the communication strategy. A meeting with the Cabinet Secretary had been arranged for September.

David Hamilton said he had attended a Pensions Board meeting on 19 May and amongst the items discussed were complaints, drop-out figures and annual benefit statements.

Grant MacDowall asked whether the pensions' calculator was available online and was informed that a new calculator had apparently been approved by the Government Actuary Department and would appear on the SPPA website in the near future.

Members were advised to direct member's queries to the SPPA.

The General Secretary said that he had issued a JCC Circular (33/2016) relative to restrictions on commutation for officers aged over 50 years seeking to retire with between 25 and 30 years' service.

The Meeting noted that David Hamilton and Douglas Keil had attended a Pension Ombudsman Seminar in July.

8 Scottish Police Consultative Forum (SPCF)

The General Secretary reported the last meeting of the Forum was held on 15 June in Edinburgh and amongst the items discussed were Inspectors Working Hours, the Staff Survey and the Pathways to Policing Project.

He said that he attended a meeting which was also attended by DCC Rose Fitzpatrick and that it had been agreed there that the issue of inspectors working hours would be dealt with under the 2026 Project.

After this meeting the General Secretary wrote to DCC Fitzpatrick highlighting that whilst 2026 oversight might make sense it was important that progress on this very important issue was not delayed. He shared the response received.

The meeting noted that the update provided in respect of pathways to policing was completely different to all previous updates provided on this subject, which were themselves always significantly different to their own predecessors.

Following discussion it was agreed that further work, including developing an understanding of the SEARCH recruitment model in England & Wales was required.

9 Scottish Police Authority (SPA)

The Committee noted that there had been no SPA meetings for some time. The Chairman had received an invitation to the Assurance Review meeting relative to investigatory powers. A Full Board meeting was to be held later that week in Stirling, the SPF Vice Chair would attend.

The Chairman gave an update on a CCU Review Group meeting he had attended. He had stressed that concerns existed beyond just one case and had discussed the nature of those concerns. He also addressed the HMIC Report on the CCU. It was reported there that a new Ethics Committee was to be chaired by Chief Inspector Ritchie Adams.

The Deputy General Secretary gave an update on the IPT (Investigatory Powers Tribunal) in reference to two SPF members.

10 Scottish Police Budget & Finance

The SPF policy and coordination officer, Mr David Ross gave an update on the Savings Delivery Group and the Supervisory Ratios Group. He reported that there were many issues raised at the 10 Quick Wins workshops. It had been reported that the structure of SCD was unsuitable and did not serve divisions well. Amongst other items discussed were KPIs, complaints, it and resource management.

The Vice Chair highlighted a report was due on 10 September 2016.

Members discussed a wide range of related issues and expressed the view that the service was in danger of dealing with the problem around the margins and that significant savings were extremely difficult to identify.

The Committee agreed that the service could not continue to provide the current level of service if frontline resources were cut. It fully supported the campaign against cuts.

11 Local Negotiating Consultative Committees (LNCCs)

It was noted that there was to be an examination of the LNCC meetings as requested by Chief Constable Philip Gormley.

The North LNCC met on 5 July in Aberdeen and amongst the items discussed was mountain rescue and E Division transfers.

The East LNCC had not met since the last JCC meeting.

Malcolm Macdonald said that the West LNCC met on 4 July and was chaired by ACC Mark Williamson. Amongst the items discussed was a Force Memo relative to annual leave for 2017 and the continuing abuse of court duty changes. The next meeting is scheduled for 17 October.

12 Joint Negotiating Consultative Committee (JNCC)

There had been no meeting since the last JCC. The next meeting was scheduled to be held on 30 August.

David Hamilton sought clarity on the type of issues which should be escalated to the JNCC. The General Secretary and Chairman said that matters which could not be resolved at LNCCs or were clearly of a national nature should be brought to the JNCC. Any issue that involved or was likely to impact on police resources from out with a territorial area of the force should be considered as having a national impact.

13 Finance Standing Committee (FSC)

The FSC met on 3 August and the Minute was circulated with JCC Circular 46/2016.

The following recommendations were approved at the FSC meeting and thereafter approved by the JCC:

- The FSC recommends to the JCC to approve the expenditure of £75,000 for further development by Tinker Taylor for the #itswhatwedo campaign.
- The FSC recommends to the JCC to meet the travel costs of Charles Cohen (Indiana State Police) to come to Scotland and give a presentation on Open Source Investigation.
- The FSC recommends to the JCC to support the engagement of Linda Duxbury (Ottawa University) to undertake research for the SPF.

The Deputy General Secretary reminded the committee that the SPF Conference Room was in urgent need of attention.

14 Legislation And Regulation Standing Committee

The Legislation And Regulation Standing Committee met on 3 August and the Minute was circulated with JCC Circular 46 of 2016.

The General Secretary said that whilst not sought, an SPF response to the SPA Governance Review would be sent to the Scottish Government and Scottish Police Authority in due course.

15 Operational Duties Standing Committee

The Operational Duties Standing Committee met on 3 August and the Minute was circulated with JCC Circular 46 of 2016.

Andy Malcolm raised his concerns on the recent Force Memo relative to Regulation 18, re-rostering of rest days. The Deputy General Secretary said to send any examples to him in order that he could raise the issue with ACC Higgins at the Working Practices Review Board.

The Business Manager told the Committee that he was to meet with Inspector Ewen Logie to compile a draft PNB agreement on guidance the following week relative to this. Members discussed duty rosters, exigencies of duty, overtime compensation rates and proposals for change and the General Secretary said he would report back after the next PNB meeting as many of these issues were hoped to be addressed in the guidance document being progressed between the sides.

16 Conduct Subject Committee

The Conduct Standing Committee met on 2 August and the Minute was circulated with JCC Circular 46 of 2016.

The Conduct Secretary told the Committee that he had recently written to Chief Supt. Carol Auld (former head of Professional Standards Department (PSD)) regarding the adoption of statements. He had received a response informing him that this would be reinforced to all investigating officers (IOs).

He told the Committee that Chief Superintendent Alan Speirs was the new head of PSD and that he had met him recently. Work was ongoing within PSD in an effort to make some regulatory changes to 2014 Regulations some of which the SPF strongly disagrees with; the ability to increase the sanction following any appeal and the issue of introducing a third party into the room. Formal proposals were awaited.

The Conduct Secretary told the Committee that he had recently written to and met with DCC Livingstone regarding conduct versus performance issues. The DCC had agreed to facilitate a number of workshops/seminars with all relevant parties involved. It was agreed that this was a good opportunity.

The Conduct Secretary had written to the DCC regarding the Counter Corruption Unit (CCU) practices relative to 'with cause' testing and the substance abuse policy particularly that they have no right to 'doorstep' officers off-duty, no right to request a sample without an IO being appointed and no independent oversight of CCU intelligence. A response is awaited.

The Conduct Secretary had recently spoken to the DCC regarding the use of old warnings; and it was noted that he would send a letter to that effect later in the week.

It was noted that PSoS had recently rejected an appeal against dismissal. It was anticipated that this would go to a PAT as it was in relation to an abuse of process matter as opposed to actual dismissal. Two misconduct matters were recently presented as misconduct and were successfully challenged by SPF and, one was dealt with by Performance Regulations and the other was simply not upheld.

A meeting with PIRC was still awaited. Martin Bertram raised the issue of the routine seizure of clothing/footwear without a warrant. The Committee discussed this matter and the Conduct Secretary said he had spoken to Chief Supt. Alan Speirs about it but that he would raise it with John Mitchell and with Kate Frame when they were able to meet.

David Hamilton asked about the Performance Regulations being underused. The Conduct Secretary said that he had written to DCC Livingstone and spoke to Chief Supt. Speirs about this issue.

17 Equality Subject Committee

The Equality Standing Committee met on 2 August and the Minute was circulated with JCC Circular 46 of 2016. The Committee was informed that the ESC intends to have Maternity and related practices for its topic at the Conference 2017.

18 Health And Safety Subject Committee (H&S)

The Health and Safety Committee met on 2 August and the Minute was circulated with JCC Circular 46 of 2016. The H&S Secretary reported that he had a meeting with the DCC Designate, Mr Livingstone on 22 July. At that meeting he was asked for an assessment of where PSoS was in relation to H&S and provided him with a full and frank update. He stated that he looked forward to working with SPF in order to always ensure the H&S of members.

The H&S Secretary told the Committee that there were accident investigations ongoing and that the investigation into the traffic collision during an abnormal load movement was in final draft form and would hopefully be submitted later that week. There were a number of recommendations from the investigation with the main emphasis on Management's lack of understanding of their duties and responsibilities relative to H&S.

The H&S Secretary said that he and Brian Jones have had meetings with Road Policing's management to raise ongoing concerns highlighted from the investigation in relation to working time regulations. It was clear that the continuing policy of only using road policing officers on rest days would continue to create problems. An assurance that the resource unit would monitor and ensure compliance with working time regulations and police regulations in the future was given from Superintendent Fraser Candlish.

The H&S Secretary said that one of the main concerns for SPF and PSoS was the continuing work in relation to the Health & Safety Executive (HSE) intervention. A meeting had been arranged for 24 August where the HSE would be looking for updates on the issues raised at the beginning of the year.

A workplace inspection had been carried out by Martin Bertram and Paul Connelly at Ayr Police Office on Wednesday 17 August and had found suspected asbestos. Concerns had been raised with the Health, Safety & Wellbeing Manager.

Ongoing issues regarding SCOPE access was still a concern and the H&S Secretary was in communication with John Gillies regarding this matter. He had also written to HSW Manager, Lynn Robertson requiring the information under the Safety Reps & Safety Committees Regulations (SRSCRs) ask sought advice from the Deputy General Secretary on how to progress the matter if his request was refused.

He told the Committee that the Uniform Clothing and Equipment Group last met on 19 August. At that meeting he had asked for an update on the progress on the provision of winter clothing for members tasked with operating at ski centres on specific patrols. It

was revealed however that despite the clothing having been approved by the Group, the details had not been passed to procurement therefore would not be available for winter 2016. ACC Higgins had instructed this to be done as soon as possible.

The process for replacing notebooks was almost complete and a contract should be awarded in the near future. ACC Higgins had instructed that any future 'issue lists' of equipment or uniform must be accompanied by an Equality & Human Rights Impact Assessment or would not be accepted.

He shared the legal opinion he had sought following the SPF's submission relative to the Cordia Supreme Court case regarding the provision of footwear. He said that the opinion was the PSoS did not have to provide footwear but they could be sued if they did not. A copy of the opinion has been sought and a response was awaited.

19 Police Related Charities

Police Treatment Centre (PTC)

The Committee was informed that donor numbers in PSoS was 85% which was the highest donating percentage of contributors to the charity. Trustees have agreed to set up a trading arm which would mean the avoidance of corporation tax on money made from events, the B&B etc.

The extension at Castlebrae is scheduled to be opened by the Justice Minister on 28 September. A motion from SPF to extend donation breaks to include those on unpaid adoption and shared parental leave was supported by the Board of Trustees and will be incorporated into the Rules in due course.

A motion from SPF to have officers who are on no pay (including SPF insurance) to be considered for a donation break was supported, however, only on the basis that a formal request from SPF would need to be made.

It was noted that Mr Gormley, PSoS Chief Constable had agreed to be a Trustee. The Committee discussed SPF representation on the Board of Trustees and agreed that the Chairman of SPF should always be a Trustee.

St George's Trust

The Committee was reminded that the St George's Trust supports the orphans of contributing officers and children of officers who are totally incapacitated. This applies to children of retired officers who were contributors also.

Scottish Police Bravery Awards

The Chairman reminded the Committee that nominations closed on 31 August. He said he was scheduled to meet PMAS who are sponsoring the event on 12 September.

Police Dependants' Trust

The Committee discussed the 'Donate an Hour's Pay' campaign and it was noted that

there was a link on the SPF website. They would be holding an event to mark their 50th Anniversary in November at the Tower of London.

National Police Memorial Day

The Chairman told the Committee that Joe and Sharon Holness were due to retire at the end of the year. They discussed the newly formed UK Police Charities and said that a meeting with the Chairmen of Scotland, PFEW & NI was to be arranged.

20 JCC Circulars Issued Since Last Meeting

A paper was circulated and was noted.

The General Secretary said that he had changed the process for handling a small number of consultations recently. He asked if the Committee was content with an approach that would on occasion see a proposed response circulated rather than a request for responses. The Committee discussed this process and agreed to the new approach where the General Secretary deemed it appropriate.

21 Standard Operating Procedures (SOPs) Issued Since Last Meeting

A paper was circulated and noted.

The Vice Chair explained the reason for the paper and said it was in an attempt to improve the process for SOPs. She asked that in future, a composite response from either the Area Chair or Secretary be sent and this was agreed by the Committee.

22 EuroCOP/ICPRA

The General Secretary gave an update on the recent work of EuroCOP and ICPRA and said that a number of JCC Circulars had been issued recently relevant to them. He asked members to familiarise themselves with these circulars as they clearly demonstrated the significant benefit of both organisations.

The General Secretary specifically identified the emerging work of ICPRA with the ILO and the considerations for internationally recognised minimum working standards for police officers across the world.

He also identified that the impact of Brexit for policing as well as police officers and their rights had yet to be properly understood and this would be a significant consideration within EuroCOP.

23 Motions

The following Motion was proposed by the General Secretary and seconded by Malcolm Macdonald:

(1) Motion

That the Joint Central Committee changes the Police Federation (Scotland) Rules to re-designate the Conduct Secretary, Equality Secretary and Health and Safety Secretary as "Assistants to the General Secretary" by making the following changes.

(Deletions are show by strike through; additions are shown in red text).

4.7 Subject to the provisions of Rules 3.2.5 and 20 the ~~Conduct Secretary, Equality Secretary and Health & Safety~~ Assistants to the General Secretary elected in terms of Rule 10.1 ~~and any Treasurer elected in terms of Rule 10.1.1~~ shall be additional ex-officio non-voting members of the Joint Central Committee.

10.1 The Joint Central Committee shall elect four yearly, ~~a Conduct Secretary, an Equality Secretary and a Health and Safety Secretary from the members of, and nominated by, the relevant Joint Central Committee Subject Committee or~~ 3 Assistants to the General Secretary from the members of the Joint Central Committee.

Delete Rule 10.1.1

10.2.1 ~~A member seeking~~ Elections to a post as mentioned in Rule 10.1 shall be conducted under the provisions of rule 3 of these rules ~~intimate in writing his or her intention to stand for election to the General Secretary of the Joint Central Committee and shall give not less than 28 days' notice. For the purposes of this Rule 'in writing' shall include by facsimile or electronic mail.~~

Delete Rules 10.2.2 to 10.2.7

10.3 The members of their rank in the Area Committee from which elections were made under Rule 10.1 ~~and 10.1.1~~, shall during their appointment, appoint in each case one other member of the Area Rank Committee to serve on the Area Committee as a replacement.

10.4 The ~~Conduct Secretary, Equality Secretary, Health & Safety Secretary~~ Assistants to the General Secretary and subject to Rule 10.1.1, the Treasurer, shall be additional members of their appropriate Area Rank Committee during the period that they hold office.

Rule 11

11.1 The Joint Central Committee may establish any standing or sub-committee and for any purpose and duration and with membership as appears to be appropriate for the good and efficient working of the Committee.

Delete Existing Rule 11.1.1

11.1.2 Participation in ~~subject~~ standing or sub-committee meetings may be by video/audio conferencing.

And renumber as 11.1.1

11.2 Each Area Committee shall ~~elect from their number no more than nine members to each of the Conduct, Equality, and Health Safety Area Subject Committees~~ be entitled to establish sub-committees as determined the Joint Central Committee.

Delete Rules 11.3 to 11.5

11.6 Area subject-Committees will meet no more than four times a year and each meeting shall last for no more than half a day.

And renumber as Rule 11.3

11.7 Minutes of meetings of all Area subject-committees shall be kept and published for information of the members and a copy shall be sent to the General Secretary.

And renumber as Rule 11.4

12.5 Subject to the provisions of Rule 12.6 the Officials provided for by Rules 3.1, 6.1, **and** 10.1 ~~and 10.1.1~~ do not have a vote at any Central Conference.

The fully amended rules to read;

4.7 Subject to the provisions of Rules 3.2.5 and 20 the Assistants to the General Secretary elected in terms of Rule 10.1 shall be additional ex-officio non-voting members of the Joint Central Committee.

10.1 The Joint Central Committee shall elect four yearly, 3 Assistants to the General Secretary from the members of the Joint Central Committee.

10.2.1 Election to a post as mentioned in Rule 10.1 shall be conducted under the provisions of rule 3 of these rules.

10.3 The members of their rank in the Area Committee from which elections were made under Rule 10.1 shall during their appointment, appoint in each case one other member of the Area Rank Committee to serve on the Area Committee as a replacement.

10.4 The Assistants to the General Secretary shall be additional members of their appropriate Area Rank Committee during the period that they hold office.

11.1 The Joint Central Committee may establish any standing or sub-committee and for any purpose and duration and with membership as appears to be appropriate for the good and efficient working of the Committee.

11.1.1 Participation in standing or sub-committee meetings may be by video/audio conferencing.

- 11.2 Each Area Committee shall be entitled to establish sub-committees as determined the Joint Central Committee.
- 11.3 Area sub-committees will meet no more than four times a year and each meeting shall last for no more than half a day.
- 11.4 Minutes of meetings of all Area sub-committees shall be kept and published for information of the members and a copy shall be sent to the General Secretary.
- 12.5 Subject to the provisions of Rule 12.6 the Officials provided for by Rules 3.1, 6.1, and 10.1 do not have a vote at any Central Conference.

Explanatory Note

The current designations Conduct, Equality and Health & Safety Secretary are arguably overly restrictive and do not reflect the breadth of the actual roles undertaken. Additionally the current designations can be seen as a disincentive to ensure that the best person is assigned a particular task and the use of these designations has had the unintended consequence of deskilling others.

Assistants to the General Secretary may very well retain national subject brief(s) whilst also being available to take on other tasks.

These changes do not remove responsibilities in these arenas but allow for more equitable distribution of work amongst officials.

Prior to formally considering the motion David Hamilton identified the unintended consequence of limiting some opportunities for elections. He proposed an amendment that in addition to the substantive motion before the committee, there be included a slight addition to the wording at the proposed rule 10.1 to add the words "*and its standing committees*" at the end of the rule.

The amended motion was thereafter proposed by David Hamilton and seconded by Malcolm MacDonald

This motion was carried.

The following motion was submitted by the North Area Committee, was Proposed by Steven Thomson and Seconded by David Hamilton:

(2) Motion

A Strategy and Direction for the Future

That the North Area Committee requests the Chairman of the Scottish Police Federation to: -

1. Develop, consult and thereafter publish a Strategic 5 Year plan for the activities and endeavours of the SPF;

2. Develop, consult and thereafter publish a communications strategy covering both internal and external issues for the SPF;

Explanatory Note:

SPF appears to have no strategic aim, plan or overall direction. It was regarded as one of the most influential lobbying staff associations in the country, instrumental in the drafting of reform legislation. The SPF is multi-million pound, statutory, representative and democratic organisation which has no documented intentions or communications strategy or plan. Members regularly criticise the lack of communications, news or guidance available, certainly out of hours and available on line. Communication is at the heart of all efficient, effective and modern organisations. It should be regarded as the blood that flows through arteries and veins. A strategic plan in its simplest form will bring the geographically divided areas closer together and strengthen a united response to austerity.

This motion was defeated.

The following motion was submitted by the East Area Committee, was proposed by Nigel Bathgate and seconded by Heather Macdonald:

(3) Motion

This East Area Committee asks the Joint Central Committee to take appropriate measures through PNB Scotland to have Police Service of Scotland Regulations 2013 amended to allow for officers undergoing IVF to be provided with appropriate time off for treatments.

Explanatory Note

The Police Service of Scotland Regulations 2013 provides no statutory provision for Police Officers who are going through In Vitro Fertilization and other fertility treatments. There is no provision for time off for the necessary treatments and procedures which are often time critical for a successful IVF outcome. The current situation brings unnecessary stress and anxiety to officers who undergo this type of treatment which in itself is hugely emotional. This motion seeks to give officers statutory protection in these circumstances.

This motion was carried and was remitted to the Equality Standing Committee.

24 Correspondence

The General Secretary said that other than items of a routine nature he had received:

- An invitation to attend the official opening of the refurbished PTC on 28 September;
- An invitation from APEX Scotland to attend their annual lecture;
- An invitation from PDT to attend their 50th Anniversary Dinner on 22 September;
- An invitation from CMBEO to attend a dinner;

- A letter from Edward Mountain, MSP re Special Constables taking an active part in politics;
- A letter from Graeme Ednie, SPF Vice Chairman, regarding his retiral from Police Service.

25 Competent Business

The General Secretary said that the Scottish Government were actively working on a number of issues proposed in the SPF policing manifesto. He would provide a further update when more information was received.

The General Secretary said that he had recently written to the Cabinet Secretary relative to Brexit. He was asking that proper and fair consideration be given to ensuring the voice of Scotland's police officers was represented and heard at a strategic or at least, a practitioner level. He had received a response saying work would be done.

An independent report on Brexit had been prepared. A meeting would be held the following day in Glasgow with SPF, CNC, PFEW, PFNI and BTP all being represented to ensure the UK police staff associations were fully sighted on each other's considerations on this important subject.

The Chair told the Committee that he would be retiring from the Police Service and the JCC at the end of the year. An election for his position would be held at the JCC meeting in November.

26 Closure

He closed the meeting wishing everyone a safe journey home.

A vote of thanks was given to the Chairman.

Brian Docherty
Chairman

Calum Steele
General Secretary



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Sergeants' Central Committee Minutes

Minutes of the Sergeants' Central Committee meeting held in Houston House Hotel, Uphall on 23rd August 2016

1. ROLL CALL

David Hamilton	North & Chair
Karen Harrison	North
Nigel Bathgate	East
Brian Jones	East
Paul Connelly	West
John Munn	West (Reserve)

2. APOLOGIES

Andy Smith had tendered his resignation as an SPF rep and his place on the Committee was filled by John Munn. The Chair also called for nominations to fill Andy's previous role as Secretary. Paul Connelly was unanimously elected to this post.

3. ADOPTION OF STANDING ORDERS

Standing orders were adopted for the duration of the meeting.

4. OPENING OF MEETING

The meeting was opened by the Chair who welcomed Karen Harrison and John Munn to their first meeting of the Sergeants Central Committee.

5. MINUTES OF THE PREVIOUS MEETING

The Minutes of the previous meeting were accepted as a true record of the meeting and had been circulated by JCC Circular.

6. MATTERS ARISING

The resignation of Andy Smith also led to a vacancy arising as a reserve on the PNB, Brian Jones was duly elected to this role.

The Chair provided an update regarding the Sergeants Survey and Workshop conducted at conference, the Committee having elected to work with the force rather than engage in a public dispute. The force initially did not engage as promised however a number of the issues identified had been taken up under the banner of 10 quick wins.

A general discussion took place regarding the current SPF media strategy.

The Chair updated the meeting identifying the different reviews which were being undertaken by the force however they had not yet led to material change.

7. COMPETENT BUSINESS

Brian Jones raised the issue of Roads Policing SIOs being overworked and having to travel excessive distances. Discussion ensued and concerns were also raised regarding custody sergeants having to remotely cover custody centres. These concerns will be raised via the relevant SPF sub-committees.

8. CORRESPONDENCE

No correspondence had been received

9. DATE OF NEXT MEETING

The next meeting is to be held on 1st November 2016.

10. CLOSURE

The Chair closed the meeting and thanked everyone for their attendance.