



Scottish Police Federation
5 Woodside Place Glasgow G3 7QF

**Joint Central Committee
Operational Duties Standing Committee**

Ref: CS/DJK/LS

MINUTES

3 August 2016

1. Attendance, Opening and Minutes of Previous Meeting

David Hamilton	North Area Committee
Steve Thomson	North Area Committee
Brian Jones	East Area Committee
Grant McDowall	East Area Committee
Martin Bertram	West Area Committee
Malcolm Macdonald	West Area Committee
Brian Docherty	Chairman
Calum Steele	General Secretary
Andrea MacDonald	Vice Chairman
David Kennedy	Deputy General Secretary
Jim Foy	Conduct Secretary
Peter Jones	H&S Secretary
David Ross	Policy & Co-ordinations Officer
Lesley Stevenson	Business Administrator

Apologies were received from Jackie Muller, Equality Secretary.

The Chairman opened the meeting by welcoming everyone and by thanking them for attending.

The Minute of the last meeting had been circulated with JCC Circular 16 of 2016.

2. ACDP, Police Diploma & Special Constabulary

The Deputy General Secretary said he had attended a meeting of the Leadership & Development Board with the SPF Vice Chair the previous week where Pathways to Policing and the senior selection process had been discussed. The Deputy General Secretary said there was to be a complete review of recruiting which would involve the SPF.

David Hamilton had attended a meeting where PDRs, appraisals, the staff survey and training for supervisors had been discussed. He said he would submit a Central Meeting Register form.

The Deputy General Secretary said that the Special Constables Regulations were to be reviewed and consideration was being given to Performance Regulations for specials. Brian Jones had attended a Special Constables Working Group meeting on 19th August at Dalmarnock where it had been acknowledged that working time for specials was still not being recorded. He said the number of special constables were circa 900. He also said that the £30 boot allowance would continue to be paid. It was agreed that a marketing campaign could be arranged in order to attract more people to the job. The General Secretary said that the periodic payment was costing the Force £398,200 per annum (before employer's costs).

3. CBRN

David Hamilton said that he had attended a Tactical Leads Meeting on 26th August. At that meeting they discussed the Joint Emergency Services Integration Project (JESSIP) and the Scottish Emergency Services Integration Project (SESSIP). There were no matters of significant concern. The General Secretary said that a warning from CBRN relative to the handling of white powder envelopes had been circulated to all full-time office bearers and staff members.

4. Consideration of JCC Consultation

There were no live consultations relevant to the Operational Duties Committee at this time.

5. Post Incident Procedures

It was noted that PIP training had been carried out at Merrylee House and was well received. The H&S Secretary said that he would like to attend a seminar run by PFEW and would bring costings to the Committee when received.

6. Workforce Agreements (WFAs)

The Chair opened the debate and explained that there was a realisation dawning that this was a difficult area that would require careful consideration. Malcolm Macdonald said there had been much debate about variable shift arrangements and regulation eight hour fixed patterns and that everyone involved in looking at new proposals continually confronted difficulties in reaching agreements which were in accordance with the regulations and the workforce agreement.

The Chairman spoke about supervisory ratios and the resource deployment model. The Deputy General Secretary spoke about regulation eight hour fixed patterns and said they were not compliant with the workforce agreement and that the basic problem was that there were not enough people to work a five group variable shift arrangement.

The General Secretary agreed with this latter point and highlighted that in 2010 the PNB had issued guidance on shift working including stating *there should be no more than 6*

consecutive shifts before a rest day. This has significant implications for the assumption 8-hour patterns can simply be imposed.

Members also discussed shift changes for court, the PNB TWG examination of exigencies of duty and the proposal that future workforce agreements cover court and the British Summer Time decision.

7. Custody

Members discussed the new Custody SOP which had made a number of material changes to the role of the police court security officers (PCSOs). There appeared to be an issue over the cleaning of cells and backfilling for PCSO absences.

Members discussed whether custody should remain as a dedicated national department or whether the responsibility should be returned to local policing; travelling between custody centres; the insufficiency of staff numbers; appropriate training and computer systems.

8. Force Armed Policing Monitoring Group

The Chairman said he had not been able to attend the last meeting of this group.

The Committee discussed PIM/PIRC training and said that there was a shortfall of 7 officers in Scotland with PIM accreditation.

It was reported that the Chief Constable had announced 124 new ARV qualified AFOs but had also thought it important to mention that 97% of the Force remained unarmed.

Members discussed body armour for close protection officers and whether they should be paid a plain clothes allowance to compensate for special clothing. The H&S Secretary said that in E&W close protection officers wore only ballistic armour with no stab proof capability and that this worked because this type of body armour was considerably thinner.

Members discussed changes to the fitness test, namely moving back to the 1.5 mile run from the bleep test. There were apparently issues regarding the latter causing injuries. This is to be raised at the next meeting of the Armed Police Monitoring Group and the Equality Secretary and H&S Secretary are to look into the matter.

9. 3C

The Chairman said that he and the H&S Secretary were to attend a meeting where numbers of personnel was to be discussed.

10. Review of Superintending Ranks Strategic Review Group

The SPF Vice Chair said that this work had been passed into the 2026 project. Performance review, charter mark and the "pulse" survey would be further considered there.

11. Impact on Inspecting Ranks Steering Group

The SPF Vice Chair said that this matter had been discussed at the Scottish Police Consultative Forum on a number of occasions and despite repeated assurances no tangible progress had been made against the findings. It was now necessary to raise the matter in a more direct manner and this will now happen at press event at the next JCC meeting. It was agreed the embargoed details would be shared with the force in advance of the event.

The Chair and General Secretary had met with John Gillies and had discussed a revised JNCC/LNCC structure.

12. Domestic Abuse – Evidence

David Hamilton reported that despite his request for examples – none were forthcoming.

13. Allard Case – Recall to Duty Payments

The Deputy General Secretary said that this case was ongoing. He had met with ACC Higgins and separately with the QC who was handling the case.

14. Competent Business

Members discussed procedures for attending court off night shifts. It was apparent that numerous different arrangements existed across the country and it was agreed that consistency was required. There was also a need for an agreed process in circumstances where a shift had been changed for court and subsequently the officer had been countermanded. It was agreed that PNB Guidance on this would be extremely useful for both the Force and individual officers.

David Hamilton circulated a paper on Mountain Rescue Teams and the regulations applying to officers who served on these teams. The basic issue was that some teams were ‘police’ and others were ‘civilian’ and some police officers served on the latter. There were questions relative to whether they were on or off duty and their status relative to compensation, pension regulations etc. It was agreed that this matter should be raised with the force.

Martin Bertram asked if the SPF had a position on body worn cameras. The General Secretary said the issue had been discussed by the H&S Standing Committee but that no firm position had been reached. He said there were many issues including cost, storage, appropriate equipment, usage protocols and the status of footage in court cases. He also identified that ICPRA had a wealth of information on this from across the world and could be accessed if required.

Members discussed supervisory ratios and said there would be promotion parades in November 2016 and February 2016. They also discussed operational base lines and officer shortages and the General Secretary asked that these be dealt with locally and copy correspondence sent to him.

15. Closure

Date of next meeting: 12 October 2016

The Chairman thanked everyone for their contribution to the meeting and wished them a safe journey home.