



Scottish Police Federation  
5 Woodside Place Glasgow G3 7QF

**Joint Central Committee  
Operational Duties Standing Committee**

Ref: CS/DJK/LS

**MINUTES**

**13 April 2016**

**1. Attendance and Opening of Meeting**

Steve Thomson	North Area Committee
David Hamilton	North Area Committee
Brian Jones	East Area Committee
Grant McDowall	East Area Committee
Malcolm Macdonald	West Area Committee

Brian Docherty	Chairman
Graeme Ednie	Vice Chairman
David Kennedy	Deputy General Secretary
Calum Steele	General Secretary

Jackie Muller	Equality Secretary
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Lesley Stevenson	Business Administrator
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Apologies were received from Andrea MacDonald and the H&S Secretary, Peter Jones.

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

**2. Minutes of Previous Meeting**

The Minute of the last meeting had been circulated with JCC Circular 5 of 2016.

**3. ACDP, Police Diploma & Special Constabulary**

The Deputy General Secretary told the Committee that the Special Constables Regulations were being reviewed and that consideration was being given to the introduction of specific performance regulations for the special constabulary. A working group was to be established and Brian Jones was to represent the SPF on it.

A letter had been sent for the information of the special constabulary explaining the recent increase in the voluntary fund contribution and precisely what that would cover for them.

Work was continuing on the question of working time for the special constabulary.

The Committee discussed vetting and agreed that it was not appropriate that the CCU should not be involved in this matter. Members further agreed that it was a matter for concern that the entrance requirements for probationers had been relaxed in a number of areas including relation to convictions for disqualified driving and dishonesty.

The Committee discussed the police diploma and accelerated career development and it was noted that the Deputy General Secretary was to attend the next meeting.

David Hamilton told the Committee that he has been invited to a Mentoring Group meeting for the SPF and would submit a CMR afterwards. The Chairman reminded David that if this was to be a national meeting, agreed SPF attendee(s) would need to be considered centrally.

#### **4. CBRN**

David Hamilton told the Committee that he had attended a Tactical Leads Meeting at which a number of issues had been identified. He told the Committee that as funding for CBRN was both reserved and devolved; there were real challenges for Scotland. He said that the new gas suits were being funded by the Home Office with no reserved funding for Police Scotland. The Committee also received updates on resilience, national asset interoperability, health assessments, gas canisters and fitness tests. It was agreed that David would speak to ACC Bernie Higgins on these matters.

Members also discussed funding in relation to the Royal Court and French and Irish public order tactics. The national Chairman would speak to the Staff Officer of the TTEWG regarding this, if needed.

#### **5. Consideration of JCC Consultation**

There were no live consultations at this time.

#### **6. Post Incident Procedures**

It was noted that David Hamilton, Malcolm Macdonald and the Deputy General Secretary had recently attended Jackton following a shooting and where resilience and the approach to specific incidents was discussed.

It was agreed that the Chairman would raise this issue with ACC Higgins. It was also agreed that there was an urgent need for training in relation to PIP for SPF office bearers.

#### **7. Workforce Agreements (WFAs)**

It was noted that there were five amended WFAs to be signed off and the Deputy General Secretary would speak to Malcolm Macdonald about this. The meeting noted that after several years the British Summer Time issues had finally been resolved. It was further

agreed that amendment to the WFA would be necessary regarding British Summer Time arrangements.

The Equality Secretary said it was important that consultations on revised shift systems were accompanied by equality impact assessments.

The General Secretary advised that the agreed protocol for any shift agreement included an obligation to supply an EIA in advance of agreement; and that whilst further communication between areas and equality leads / secretaries may need addressing, it simply should not be possible to commence formal consultation in absence of such a document.

It was agreed that the Deputy General Secretary would raise the issue of EIAs at the next meeting of the Working Party Review Board.

## **8. Custody**

The SPF Vice Chairman said that he had raised the Care and Welfare of Persons in Custody SOP at the recent JNCC Policy and Procedure Working Group and was to meet a PSoS representative in the near future to go through the response in slower time.

The Committee discussed personal protective equipment, restraint training and custody vehicles.

## **9. Force Armed Policing Group**

It was noted that Andrea MacDonald had attended the recent meeting of this group in place of the Chairman and would provide a full update at the next JCC meeting.

Members discussed the firearms requirements for the future in relation to the increased terrorist threat and reaffirmed the commitment to the position previously agreed.

## **10. Protecting the Frontline**

The General Secretary reported that 'protecting the frontline' was a feature of all discussions being held with SPF involvement at a national level. It had featured specifically within the submission on the police budget to the Scottish Parliament and was heavily promoted at all the recent political conferences. It is to be discussed specifically with the Chief Constable at a future meeting.

The meeting agreed this should be removed from future agendas.

## **11. 3C**

It was noted that the Chairman had asked to meet the new 3C team and awaited a response. Malcolm Macdonald was to attend a meeting in Dundee on April 14<sup>th</sup> and Steve Thomson was to attend a meeting in Aberdeen on April 28<sup>th</sup>.

The Committee discussed Bilston Glen and Brian Jones was to meet with Supt. Richards the following Friday.

The Committee also discussed health and safety concerns in relation to Bilston Glen and the new procedure for carrying out PNC checks. Officers in the East area were new to the practice of making these checks on a separate channel and had expressed concerns about the results of these checks being known by the inquiring officer only. This was particularly highlighted when information might be passed about warning markers such as violence.

The General Secretary undertook to write to the Chief Constable about this and associated issues.

## **12. Review of Superintending Ranks Strategic Review Group**

There was no update.

David Hamilton said that the Sergeants had a meeting the previous week and Terms of Reference were being drawn up. A brief discussion took place following which the Chairman said that as this was at an early stage, individuals from each area should be identified to carry out any future work that is required.

## **13. Impact on Inspecting Ranks Steering Group**

Discussed at item 12 above.

## **14. Domestic Abuse – Evidence**

A paper had been circulated to the Committee and it appeared from the responses that this was not a significant problem. The Chairman said he would raise this issue at a meeting he was to attend with Chief Superintendent Barry McEwan in the near future.

## **15. Competent Business**

Malcolm Macdonald asked whether a Scotland position had been taken on the Allard case in E&W relative to recall to duty payments in connection with CHIS handlers. He was advised that this was an ongoing issue and that further updates would be provided in the future.

Brian Jones raised the matter of Operation Gratton and it was agreed that this matter should be pursued through Chief Superintendent Edmondson.

## **16. Closure**

Date of next meeting: 3 August 2016

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