



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## Joint Central Committee Operational Duties Standing Committee

Ref: CS/DJK/LS

### MINUTES

22 January 2014

#### 1. Attendance

Gordon Dixon	East Area Committee
David Hamilton	North Area Committee
David Kennedy	Conduct Secretary
Andrea MacDonald	West Area Committee
Malcolm Macdonald	West Area Committee

Brian Docherty	Chairman
Calum Steele	General Secretary
Business Administrator	Lesley Stevenson

Apologies were received from Stewart Ross and Jackie Muller.

#### 2. Opening of Meeting

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

#### 3. Minutes of Previous Meeting

The Minute of the last meeting had been circulated with JCC Circular 69 of 2013 and was approved.

#### 4. Accelerated Careers Development Programme

There was no update.

#### 5. Police Diploma

The Deputy General Secretary said that the next meeting would take place on 30 January. He said that the diploma had undergone a revalidation and consideration was being given to replacing it with a workplace assessment. Members asked a number of questions which the Deputy General Secretary said he would address the points raised at future meetings.

## **6. Special Constabulary**

Gordon Dixon gave an update to the meeting of the meeting he attended on 18 December. He said there had been 470 applications with 138 successful. There had been discussion about training, the periodic allowance and recruitment standards. Members discussed these issues and Graeme Ednie asked Gordon Dixon to remain conscious of the requirement for sufficient special constable numbers to assist in the more rural areas of Scotland.

## **7. CBRN**

David Hamilton gave a full report on developments relative to the Commonwealth Games, a training pilot project, risk assessments and planning assumptions, the requirement for personal protective equipment and joint engagement with the FBU.

## **8. Mutual Aid - Northern Ireland**

The Chairman and Deputy General Secretary reported that they were continuing to monitor this subject but there had been little movement since the last Standing Committee meeting.

## **9. Consideration of JCC Consultation**

There was nothing to report.

## **10. SPC Working Group on Probationer Training**

The Vice Chairman said there had been no meetings since the last Standing Committee meeting. Members discussed probationers being operationally deployed from SPC and said that this would need to be monitored in relation to the Commonwealth Games. They also discussed examination passes and fitness test results at SPC.

## **11. Post Incident Procedures**

The last meeting was on 29 November 2013. There had been discussion on Chapter 7 of the Firearms Manual and the implications for the remit of the PIRC. Members discussed a possible requirement for legal advice in this regard.

## **12. Workforce Agreements**

Members discussed the communications there had been on this matter between the SPF and PSoS. They also discussed shift patterns and the process for consultations and alterations and the virtual library of shift patterns. Graeme Ednie said that the North Area Committee had spent a lot of time discussing workforce agreements and variable shift arrangements and believed that Police Scotland was not dealing with these matters correctly. He said that clarity was required over the position of a pattern which was in the virtual library and its implementation in a given area. The General Secretary advised that PNB Circulars, the Workforce Agreement and the consultation processes were clear. Disputes should be raised locally or at the Working Practices Review Group which was a sub group of the JNCC or as a last resort at the JNCC.

### **13. Custody**

It was reported that the H&S Committee had established a Working Group on this subject and minutes would be provided when prepared. Members also discussed risk assessments for working in cell blocks and the movement and transfer of prisoners.

### **14. Force Firearms Monitoring Group**

Members discussed annual reapplications, medical and fitness tests. They also discussed details of these tests, tasers, body cams, body armour, high visibility clothing, drug testing and organised crime groups.

### **15. Area Committee Elections**

Members discussed the requirement for work to be done on the creation of constituencies in the three areas before these elections were arranged.

### **16. Campaign Against Violence (CAV) Days**

The General Secretary was in correspondence with DCC Rose Fitzpatrick on this matter.

### **17. Communications**

This subject had been referred to the Standing Committee by the JCC. Members discussed difficulties in ensuring that circulations from Woodside Place reached individual members. It was agreed that this required to be examined further and the Deputy General volunteered to take this on.

### **18. Competent Business**

Andrea MacDonald raised the promotion policy and it was agreed that she should raise this at the JNCC Policy and Procedures Working Group.

Members discussed KPIs and it was understood that SPF was to be invited to meetings relative to that performance framework.

The Deputy General Secretary reminded members that as far as possible items should be submitted to be put on the agenda rather than raised as competent business in order that members could prepare properly for debates.

### **19. Closure**

Date of next meeting: 23 April 2014

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